

COMMENTARY

Want to tread the academic path after a PhD? Are you sure, asks Eleanor Lingham.

See Page A3

BOOKSHELF

William Bruneau: Planet U — sustaining the world, reinventing the university.

See Page A6

ACTUALITÉS

Le comité des finances recommande un transfert distinct pour l'éducation supérieure.

Voir Page A13

Letters

Student Loans Proposal Panned

L'impact de l'affaire Arar

Innovative Deal at Saint Mary's

Carrières

A4

A5

A8

A13

B1

CAUT ACPPU BULLETIN

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Canada's Voice for Academics
La voix des universitaires
du Canada

Le professeur Chun est victime de discrimination

DANS son rapport rendu public le mois dernier, le comité indépendant chargé d'enquêter sur le différend qui opposait le professeur Kin-Yip Chun et l'Université de Toronto a relevé de graves violations des procédures académiques et des preuves de discrimination systémique et de harcèlement.

Le comité a été créé en juin 2003 à l'instigation de l'ACPPU pour enquêter sur la discrimination dont le professeur Chun se disait être victime à l'université.

Le président de l'ACPPU, Greg Allain, est d'avis que tous les établissements postsecondaires au pays peuvent tirer des enseignements de ce différend auquel les parties sont parvenues à trouver un règlement.

« Il faut s'assurer à tout prix qu'aucune autre personne ne sera plus jamais victime du traitement discriminatoire et inéquitable infligé au professeur Chun », a déclaré M. Allain. « Les universités et les collèges doivent faire davantage pour promouvoir la diversité sur les campus, lutter contre la discrimination systémique et régler en toute équité et rapidement les allégations de racisme. »

M. Chun, chercheur scientifique et professeur agrégé au département de physique de l'Université de Toronto, a commencé à croire sérieusement qu'il faisait l'objet d'un traitement inéquitable après avoir essuyé deux refus de permanence au sein du département. C'est après deux autres tentatives infructueuses qu'il en est venu à la conclusion qu'il était victime de discrimination systémique.

Voir CHUN à la page A9

Finance Committee Calls for Separate PSE Transfer

THE Standing Committee on Finance is calling on the Conservative government to boost funding for post-secondary education by creating a new dedicated transfer payment with more accountability over how the money is spent.

"The committee believes that greater transparency and accountability must exist with respect to the manner in which post-secondary education funds are spent," said the committee report tabled in Parliament Dec. 7. "We feel that a separate education transfer is needed and that guidelines, principles, responsibilities and accountabilities for the federal and provincial/territorial governments would help to meet the intended goals."

CAUT president Greg Allain welcomed the finance committee's recommendation. "Our lobbying efforts are beginning to bear fruit. We've been calling for several years now for a separate payment to the provinces for post-secondary education and for some guarantee the provinces will spend the money as it's intended."

Allain noted the current federal program provides cash support to the provinces for post-secondary education and social services through the Canada Social Transfer, but that it's a block funding arrangement without any transparency or accountability.

"How or even if the provinces spend the money on education is not known. Federal dollars intended for post-secondary education could for all we know be paying for roads or tax cuts," he said.

The committee also says the government should increase support for university and college research, and recommends a \$350 million increase over three years to the base budget of the Canadian Institutes of Health Research and an allocation of \$235 million over seven years to fund the Long Range Plan for Canadian Astronomy and Astrophysics.

The committee's recommendations, if adopted, would also increase the base budgets of SSHRC

and NSERC, and increase funding for the indirect costs of university research at the rate of 40 cents of every federally-awarded dollar of sponsored research.

Allain says the report also picks up on another key recommendation CAUT submitted in its pre-budget brief by calling on the government to secure the concerns of smaller and regional universities and colleges in the allocation of research funding to equalize access to federal research grants.

The committee's report also recommends changing financial aid packages for students, but provides few specific details. The report calls for the creation of a "comprehensive system of needs-based grants and loans" to be in place no later than Aug. 31, 2007, but Allain said it's not clear how the program would be constructed.

"We remain wary that the Conservative government may be considering the introduction of an Australian-style income-contingent loan repayment plan," he warns. "That plan has led to skyrocketing tuition fees and massive student debt."

Allain adds that one of the more surprising moves from the finance committee is a recommendation for the government to provide funding for a comprehensive "national, accessible, affordable, high-quality and publicly-regulated" system of child care. Shortly after taking office the Conservatives cancelled provincial child care agreements put together under the Liberals.

"While many of the recommendations in the finance committee report represent positive steps forward, it is far from guaranteed they will be adopted by the government in the 2007 budget," Allain said. "CAUT believes the recommendations for greater support for post-secondary education and research are badly needed and easily affordable given the federal government's surplus."

Version française à la page A13.

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Report: Chun Was a Victim of Discrimination

AN investigation into a dispute between Dr. Kin-Yip Chun and the University of Toronto by an independent committee of inquiry has found serious violations of academic procedures and evidence of systemic discrimination and harassment.

The committee was appointed in June 2003, at the instigation of CAUT, to investigate alleged discrimination against Chun at the university.

A settlement has been reached in the dispute, but CAUT president Greg Allain said uni-

versities and colleges across the country can learn from the inquiry findings released last month.

"The discriminatory and unfair treatment of Dr. Chun must not be allowed to happen again. Universities and colleges have to do a lot more to promote diversity on campus, combat systemic discrimination, and ensure that allegations of racism are dealt with fairly and expeditiously," he said.

Chun, a UoT research scientist and associate professor of physics, first raised concerns

about unequal treatment after he was turned down on two occasions for a permanent position in the university's physics department. After unsuccessful third and fourth competitions, he alleged he was a victim of systemic discrimination. He was later subject to various forms of harassment that jeopardized his academic career.

"The committee report concluded there were serious irregularities in each case and that

See CHUN Page A2



Discount Rates Page A11



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NEWS ACTUALITÉS

Learning Council Calls for National Shared Vision for PSE

CANADA needs a set of explicit, well-defined national goals and objectives for post-secondary education, according to a first national overview of the sector released in December.

In "Canadian Post-secondary Education: A Positive Record – An Uncertain Future," the Canadian Council on Learning warns that without action, the country's long-term productivity and continuing prosperity are at risk.

"We have been well served by our post-secondary education sector and as a result, Canada boasts one of the world's best-educated populations. But in order for us to advance as a country, we need to know whether progress is being made and where there are problems," said council president and CEO Paul Cappon. "To do that, we must first decide where we want to go as a country, how we can get there and then be able to measure whether we are succeeding."

According to the report's analysis, most leading industrialized countries are actively addressing their post-secondary education challenges. Australia, New Zealand and the United Kingdom have adopted national strategies to ensure their systems adapt and respond to the demands of the knowledge-based economy.

"Canada lacks a shared vision, and there are prominent gaps in the information and analysis of post-secondary education. This is preventing us from identifying problems and developing appropriate and innovative solutions," Cappon said.

Because Canada doesn't have a process of quality review at the national level, nor a regionally-based institutional accreditation system such as the American model, the report suggests there is a strong risk that Canadian institutions, anxious to attract and retain stu-

dents, especially from abroad, will turn to American accrediting agencies.

"This may lead naturally to the Americanization of Canadian post-secondary education priorities, perspectives, content and language – with negative results for the integrity of Canadian higher education and a sense of distinctive Canadian identity," the report states.

The report also emphasizes that Canada's approach to post-secondary education must include young people headed for university and college, as well as support for apprenticeships, adult literacy, workplace learning, technical skills training and university research.

The council undertook the study to inform Canadians of how well Canada's post-secondary education and training sector is meeting Canadians' social and economic objectives, and to report on Canada's ability to respond to a fast-changing global environment and how Canada's approach to higher education compares with other leading developed countries.

"Although there has been much talk about the importance of post-secondary education for the social and economic future of Canada, no agency until now has made a meaningful attempt to chart the sector's performance," said CAUT executive director James Turk.

"We applaud the council's attempt to look at the sector as a whole. Hopefully its report will stimulate discussion about how Canada can develop a true post-secondary education system that serves the needs of all Canadians while maintaining quality and improving access."

The CCL report is available at www.ccl-cca.ca/CCL/Home/index.htm?Language=EN.

L'AAUP remet en question le rôle des comités d'éthique

LES comités d'éthique de la recherche n'ont jamais été conçus pour surveiller le déroulement des programmes de journalisme ou des enquêtes menées par des étudiants inscrits aux programmes de majeure en sociologie. Ils outrepassent largement leur mandat et leur mission et, ce faisant, portent atteinte aux activités de recherche et d'érudition. Voilà la mise en garde que lance un récent rapport de l'American Association of University Professors (AAUP).

David Hyman, un des auteurs du rapport et professeur de droit et de médecine à l'Université de l'Illinois à Urbana-Champaign, estime que les comités d'éthique (appelés « institutional review boards » aux États-Unis) jouent un rôle important lorsque les sujets humains à l'étude sont exposés à des dangers réels, mais qu'il y a quelque chose de profondément troublant à voir que les projets de recherche sur des sujets humains, peu importe s'ils font objet ou non de graves dangers aux sujets, doivent obtenir l'approbation préalable des comités.

Le rapport recommande que les méthodes de recherche visant uniquement à recueillir des données au moyen d'enquêtes ou d'entrevues ou bien par l'observation de comportements dans des lieux publics soient soustraites à l'examen des comités d'éthique des établissements d'enseignement et que les exemptions ne soient pas conditionnelles à l'approbation de ces comités.

Le rapport recommande d'autre part que tous les collèges et universités où sont conduits, ou sous les auspices desquels sont conduits, des projets de recherche sur des sujets humains, financés par des organismes fédéraux, s'engagent à protéger les droits et le bien-être de tous les sujets humains qui participent à leurs recherches, quelle qu'en soit la source de financement.

Le rapport évoque plusieurs « histoires d'horreur plus ou moins connues » démontrant sans équivoque que le processus échappe à tout contrôle. Dans un cas, un linguiste qui souhaitait étudier le développement de la langue d'une tribu sans écriture s'est vu enjoint par le comité d'éthique de faire lire et signer un formulaire de consentement aux sujets, avant que l'étude ne puisse être entreprise. Dans un autre cas, un étudiant diplômé de race blanche s'est fait dire qu'il ne pouvait pas interviewer des étudiants africains-américains sur leurs aspirations professionnelles parce que l'exercice pourrait être traumatisant.

Jonathan Knight, directeur du service de la liberté académique, de la permanence et de la gouvernance de l'AAUP, indique qu'aucune analyse systématique des comités d'éthique ne permet de déterminer la fréquence de tels exemples, mais que les histoires de ce genre surgissent régulièrement.

Et pourtant, selon le rapport, le danger existe que l'application de la règle exigeant l'approbation préalable des projets de recherche par les comités d'éthique soit resserrée davantage. « Les plaintes publiées çà et là au cours des années n'ont guère eu d'autre résultat que de susciter des écrits chargés de colère et des plus consternants. »

Le rapport de l'American Association of University Professors sur les comités d'éthique est disponible [en anglais seulement] à l'adresse www.aaup.org/AAUP/pubsres/academe/2006/SO/Rep/ResearchonHumanSubjects.htm.

Traduit de l'article « AAUP Questions Scope of Research Ethics Boards » (*Bulletin* de l'ACPPU, novembre 2006).

CFS Celebrates 25th Anniversary

THE Canadian Federation of Students celebrated their 25th anniversary Nov. 25 with a gala hosted at the Museum of Civilization.

The gala featured a keynote speech by noted TV commentator Avi Lewis, who lauded the federation's integral role in the fight for progressive education policy and against concepts like income-contingent repayment plans for student loans.

CFS was launched in 1981 at a meeting at Carleton University. Starting from a base of just a few student unions, CFS is now Canada's largest student organization with more than 500,000 members at 80 associations across the country. CFS has been the principal voice of stu-

dents in Canada lobbying for increased government funding, lower tuition fees, reduced students costs and increased funding for research.

CFS also founded Travel CUTS, which is now the largest student travel company in the world.

"CFS has been a close ally of CAUT in all its efforts to secure accessible and high-quality post-secondary education," said CAUT president Greg Allain. "We congratulate CFS on this important anniversary and look forward to a partnership with the federation over the next 25 years."

Version française à la page A7.

Report: Chun Was a Victim of Discrimination

From PAGE A1

systemic discrimination was the underlying factor," Allain said.

The 70-page report will be reviewed by CAUT Council in April. Allain said

Council will explore ways to urge universities and colleges to comply with the report's recommendations.

The report of the independent inquiry is available online at www.chuninquiry.ca.

COMMENTARY TRIBUNE LIBRE

PRESIDENT'S COLUMN

New Year's Resolution: Commit to Better Workplace Health & Safety



By GREG ALLAIN

THE new year is upon us, and once again it is the season for New Year's resolutions. What will it be this time around? Those of us who are inveterate smokers will probably pledge, most not for the first time, to quit smoking. People who are somewhat over the prescribed weight, considering their height and age, will be prime candidates for committing to watch their weight and do some (or more) exercise. The list goes on. But countless new resolutions fall to the wayside as regular concerns and activities take over our lives again.

As academics, what should we strive for? What should be our New Year's resolutions? The obvious ones are easy to roll out: good examples would be to continue reaching for truth and excellence in our teaching, research and service duties; to keep on being patient, helpful and fair to our students; and to improve our commitment to, and involvement in, our academic staff associations.

Those are all very commendable objectives for the new year, but in addition this year, why not throw in a novel one? I'd like to propose that we all become better informed about health and safety issues in our workplaces and more committed to improving the situation.

Workplace health and safety concerns have been around for a long time: reportedly there were safety laws that governed the slaves who built the pyramids of ancient Egypt and those who built the Coliseum and all the other monuments in ancient Rome. These concerns obviously became much more vocal in the aftermath of the Industrial Revolution and its massive accompanying number of workplace deaths and injuries. Labour unions made advocating for workers' health and safety a key issue in the late 19th century and throughout the 20th century.

What's the situation in Canada, and how important is improving working conditions? Suffice it to say that according to official statistics, the number of deaths reported each year due to workplace accidents is significant and rising. Between 1993 and 1996, the Canadian yearly average was 733 deaths due to industrial accidents. Between 1997 and 2000, the yearly average shot up to 837. And in the five years following, the yearly average again increased, this time to 968. That averages out to more than four deaths every working day. From 1993 to 2004, workplace accidents caused more than 10,000 deaths in Canada. And these figures only account for the fatalities — another 900,000 workers a year sustain occupational injuries.

Now, I can already hear some of you saying: these are industrial workplaces we are talking about, where it is true some sectors like mining, fishing, forestry, oil wells, and the construction industry do have a dismal safety record, but surely none of this applies to academia, does it? Well, if we think about it for a minute, we could easily identify certain departments on our campuses that deal in dangerous substances, such as chemistry, biochemistry and fine arts (think about the acids used in photography and ceramics, for instance), not to mention a myriad of ergonomic injuries and occupational diseases arising from psychological stress (ours is a very stressful profession, as many studies show!). Health and safety issues abound in our workplaces. What can we do about them?

Let's start by remembering the broad context in which our actions can apply. In the 1970s, following the lead of other countries that were enacting legislation in this area, Canada's federal and provincial governments passed various laws that mapped out regulations and policies governing this sector. Included were mandatory provisions to establish joint health and safety committees in all workplaces, to monitor and report on the issues at each locale

See NEW YEAR'S Page A8 ☞

LE MOT DU PRÉSIDENT

Une résolution du Nouvel An axée sur la santé et la sécurité au travail

Par GREG ALLAIN

LE début du nouvel an est pour bon nombre d'entre nous l'occasion de prendre des résolutions pour l'année à venir. Quelles seront nos résolutions cette année? Les fumeurs invétérés parmi nous s'engageront probablement à abandonner cette habitude pour la énième fois. Les personnes légèrement au-dessus de leur poids normal par rapport à leur taille et à leur âge prendront l'engagement de surveiller leur poids et de faire de l'exercice (ou d'en faire davantage). Et ainsi de suite. Mais l'on sait très bien que la plus grande partie de ces nouvelles résolutions seront abandonnées à mesure que nos préoccupations et nos activités quotidiennes reprendront le dessus.

En tant qu'artisans de l'enseignement postsecondaire, que devons-nous nous fixer comme objec-

tifs? Quelles résolutions devrions-nous prendre pour le Nouvel An? Les plus évidentes sont faciles à énumérer : notamment, poursuivre notre quête de la vérité et de l'excellence dans l'enseignement, la recherche et les activités de service, continuer de venir en aide à nos étudiants et de faire preuve de patience et de justice à leur égard, et nous engager davantage envers et dans nos associations de personnel académique.

Certes, ces objectifs sont tous fort louables pour la nouvelle année, mais peut-être pourrions-nous, cette année, en ajouter un autre, auquel on ne pense pas toujours. J'aimerais proposer que nous nous sensibilisions tous et toutes davantage aux questions de santé et de sécurité au travail, et que nous nous engagions plus fermement à améliorer la situation sur nos campus.

La santé et la sécurité en milieu de travail constitue une préoccupation depuis longtemps. En effet, il y aurait eu, semble-t-il, des lois qui réglementaient le travail des esclaves affectés à la construction des pyramides de l'Égypte ancienne ainsi que du Colisée et de tous les autres monuments dans la Rome antique. Les préoccupations à cet égard sont évidemment devenues beaucoup plus vives au lendemain de la Révolution industrielle, qui a entraîné d'innombrables décès et blessures sur les lieux de travail. Les syndicats ont fait de la santé et de la sécurité des travailleurs un enjeu clé à la fin du XIX^e siècle et tout au long du XX^e siècle.

Quelle est la situation au Canada? Et jusqu'à quel point est-il important d'améliorer les conditions

Voir UNE RÉOLUTION à la page A11 ☞

I'm a Postdoc — Get Me Out



By ELEANOR LINGHAM

A WEEK before I started my postdoc, I met an old friend whom I hadn't seen since my undergraduate days. He had just dropped out of a postdoc — after a year — and was now getting a "real job" instead. I had as short a conversation as possible with him and went on my way. I didn't want to listen to his negative experience. A few months later, I wished I had listened.

If I had thought more before I entered the postdoc world and had looked at the other options available, I'm not so sure that I would have made the same choices. I hope that my experiences can help some people to see the whole picture before they decide to continue down the academic road.

First, are you studying for a PhD? Yes? And you like it, right? You like the lifestyle and you like your supervisor and you like your research. The funding isn't that bad either. And so when a nice postdoc comes up and someone says, "You should apply for that!", then off you go. Well, stop and think about it. Here are a few things to consider:

Money

It sounds good, doesn't it? Don't forget about tax, though, and isn't it time you started a pension? After taking these two things into account, the take-home salary is maybe 70 per cent of the total. Granted, this is lots more than PhD funding, but how does it compare with a "real job"? It's at best the same and at worst a lot less. The other downside is that for the first time in your life you're going to be paying council tax. And don't think that you can top up the cash by doing extra teaching or tutoring. This is normally unpaid and, worse, expected. Added to that, your expenses will probably rise. After all, you are now a postdoc and will probably want your own place. Or maybe even to buy somewhere? Just remember, fixed-term contracts and mortgage providers don't really mix.

Research

You really like your PhD topic, don't you? If you didn't, you'd probably have cracked up already and certainly would not be considering a postdoc. So, you like your topic and you quite fancy the idea of continuing with it for another couple of years. Well, stop and read the small print. Is the postdoc on the same topic? If so, great. But if it's in a different area, you might not like it quite so much when it comes down to the nitty-gritty, and starting again from scratch can be tricky. Like your PhD, it will take a good few months of hard slog to get a

firm basis in a subject — and somehow it's not so appealing second time round.

Supervisor

Technically, you won't really have one anymore. You'll have a "principal researcher" or "principal investigator" (PI). They'll control the money, the project and the travel opportunities. If it is your existing supervisor — whom you like and respect — good for you. If not, you could be in for a rude awakening. The postdoc-PI relationship involves far less hand-holding and far more "OK, here's the project I applied for. I know it's not really your area, but best of luck with it. See you in a few months." And if you're really unlucky it will be: "Here's your project. By the way, there's a slight error in it, so if you could just prove this first, that would be great. I'm off to Uzbekistan. Bye."

Travel

When you're a PhD student, travel is great. You can get money for travel from the department, from the graduate school or from conference organisers. When you're a postdoc, it can be a bit more complicated. For one thing, you don't really qualify for department funds anymore — well, you might do, but normally they prefer spending it on "proper staff" or PhD students. As for conference organisers, they have funds for PhD students and people from disadvantaged countries. In fact, everyone assumes that the travel money should come from your postdoc grant — and thus from your PI. This is good news if you get on well with him or her, bad news otherwise.

Relationships

By this I mean you and your significant other. No, not you and your PI, you and your boyfriend/girlfriend/spouse/pet. Think very carefully about doing a postdoc. For one thing, it sets you firmly on the road to academia. This can mean a year in one location, 18 months in another, a semester in Siberia and then three years in Dubai. And your relationship survive? Will it be your significant other in academia, too? Will it even be possible for you to still see each other?

Friends

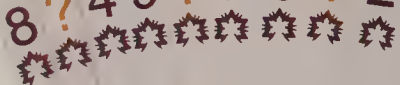
PhD students are great, aren't they? You hang out together in a huge office and go for three-hour coffee breaks and talk about Superman versus Batman and "Jaffa cake or biscuit?". Well, it all changes at postdoc level. First, there are only a few of you — maybe two or three. And the others are probably child prodigies from some far-off land, and the last thing they are able to

See I'M A POSTDOC Page A5 ☞

BRAIN TEASER, #5 IN A SERIES

What's in the cards for you?

8 ? 4 9 ? 7 6 ? 2



UNIVERSITY OF
WINDSOR



2

1 3 5



1 3 5

A professor working on a puzzle (and a tricky one at that) in Windsor's University Club realizes that the solution might benefit from some cross-disciplinary collaboration and so calls over a colleague from English.

On the table is a group of special playing cards arranged as shown above, and three extra cards set aside numbered 1, 3 and 5. The task, the prof explains, is to insert each of the extra cards into one of the gaps (shown by the '?' cards above).

The English prof considers the puzzle for some time, then triumphantly fills the gaps in the following order: the 5 card between the 8 and the 4; the 1 card between the 9 and the 7; and the 3 card between the 6 and the 2. What did the English prof see that the other prof missed?

Visit www.uwindsor.ca/facultypositions for the solution to this puzzle. While you're there, check our latest faculty postings in Costume Design, Engineering, Music Therapy, and Women's Studies among others. Who knows – an exciting career opportunity could be in the cards. For information, please contact Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608.



UNIVERSITY OF
WINDSOR

www.uwindsor.ca/facultypositions

NEWS

LETTERS

Eurocentric Stand Offensive

Ricardo Duchesne's letter ("Eurocentric University Defended," *Bulletin*, December 2006) is at best puzzling and at worst offensive. I don't know whether to bemoan the ignorance displayed in this letter or to feel angry at the chauvinism.

His thesis, "All the traditional disciplines originated in the West, and so did most of the great philosophers, historians, scientists, composers and painters," which is supposed to be a defense of the Eurocentric university is nothing but a bald reiteration of the dogmas of Eurocentrism.

In a truly multicultural university system Duchesne would have learned of the patent falsehood of this claim. He would have been provided more than ample evidence of the contributions of classical Indian and Chinese civilizations to philosophy, the sciences, law, mathematics and medicine. He also would have learned of Buddhist universities like India's Nalanda, which far exceeded anything Europe had to offer between the 5th and 12th centuries.

He would have been exposed to the subtleties of Indian and Chinese aesthetics and art. The role of Islam in preserving, developing

and transmitting Greek philosophy and medicine would have become clear to him. The names of Ibn Arabi, Kautilya and Chu Hsi would have had something other than mere exotic value.

Duchesne's second claim, "European higher culture must always remain at the center of higher learning because there is no higher culture," is the type of baseless claim a multicultural university would subject to relentless scrutiny and certainly expose as false. The political danger inherent in this claim, if accepted as true, is that it implies for non-European Canadians in the universities, a second-class and less than "higher" status and it would be a demand for ideological and cultural assimilation.

The study of other cultures is not a luxury and nor should it be some fatuous celebration of diversity or just an anthropological curiosity. It is an essential component of education. As is coming to terms with the fact it was within the ambit of European high culture that we saw the horrors of the Spanish Inquisition, the Atlantic slave trade, Colonialism and Auschwitz.

ROHIT DALVI
Philosophy
Brock University

DEDICATED SERVICE AWARDS PRIX POUR SERVICES INSIGNES

CAUT Honours 21 for Local Service

Twenty-one individuals recently received CAUT's Dedicated Service Awards. Established in 2003, the award recognizes people for exceptional service to their academic staff associations. Recipients are nominated by their associations and receive certificates of appreciation and CAUT lapel pins. The award winners are listed below.

L'ACPPU honore 21 nouveaux lauréats

L'ACPPU a récemment remis le prix pour services insignés à 21 nouveaux lauréats. Créé en 2003, le prix est décerné à des personnes qui ont fourni des services exceptionnels à leur association de personnel académique. Les lauréats, nommés par leur association, reçoivent un certificat commémoratif et une épinglette à l'effigie de l'ACPPU. Les lauréats de ce prix sont :

Queen's University
Grant Amyot
Marvin Baer
Paul Banfield
Annette Burfoot
Frank Burke
Melody Burton
Genevieve Dumas
Donna Ede
Dave Fritz
Elizabeth Fox
Paul Gaskin
Philip Goldman
Elizabeth Hanson

Barbara Kisilevsky
Roberta Lamb
Allan Manson
Karen Rudie
Eileen Walters

Memorial University
of Newfoundland
T. Edward Hannah

University of New Brunswick
Donald Fields

University of Western Ontario
Aniko Varpalotai

HOMEWORK!

A Not Quite Magic Square

Place the numbers 1, 2, 3, 4, 5, 6, 7, 8, 9 in a 3×3 square array so that (a) the sums of the top two rows are equal, (b) the sum of the third row is as large as possible, (c) the column sums are equal, and (d) the two diagonal sums are equal.

Homework! comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A13.

NEWS ACTUALITÉS

Student Loans Proposal Criticized as Debt Rises

TYING student loan payments to income might seem like a good idea at first glance, but it is really a wolf in sheep's clothing, according to a new study released by CAUT.

The study—Income Contingent Loan Repayment Plans: The False Promise of Fairness—indicates that such plans, known as ICLRPs, are often framed simply as a student financial aid issue, but in fact represent “a new way of financing post-secondary education” through higher tuition fees.

“The impetus for ICLRPs is to increase the individual cost of post-secondary education while simultaneously reducing the government portion of funding ... In practice ICLRPs encourage massive tuition fee hikes and the full deregulation of tuition fees,” the study says.

In Canada, various plans to set up ICLRPs surfaced in the last decade. The federal Liberal government of Jean Chrétien floated an ICLRP proposal as part of its social program review in the mid 1990s. Bob Rae, the former NDP premier of Ontario, toyed with the idea in the early 1990s, and resurrected the plan in his 2005 commissioned report for the Ontario government on post-secondary education. Certain factions within the current federal Conservative government have also long advocated ICLRPs, and more recently several provincial governments, including British Columbia, Alberta, Saskatchewan and Ontario, have seriously examined ICLRPs.

The study also found ICLRP proposals would increase student debt, lead to the elimination of student loan subsidies and limit the availability of

needs-based grants.

“The underlying premise is that education is largely a private, consumer good that is over-subsidized by the state,” the study says. “The effect of ICLRPs on students from modest and low income families would be stark: much higher up-front costs, higher borrowing and a repayment period that stretched through most of their working lives. Seen from this perspective, there is little fair or equitable about ICLRPs.”

The report found that as students take on more debt under ICLRPs and are forced to pay back those loans over a longer time period, the interest charges could more than double the cost of the loan, hurting low-income students the most.

“On a \$25,000 loan amortized over 25 years a student would pay an additional \$30,613 in interest alone for their education,” the study says.

The report argues that a reform of Canada's student loans system is needed, but warns that ICLRPs are not the solution.

“If we are serious about tackling the problem of student debt, then stabilizing and reducing tuition fees is a vital first step,” the study concludes. “Student financial assistance also needs to be recalibrated toward a system of non-repayable assistance so that those not fortunate enough to come from homes with the resources to help pay for an education do not pay for that misfortune by starting their working life with mortgage-sized debts.” ■

A copy of the report is available at www.caut.ca/en/publications/educationreview/.

Version française à la page A7.

Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by AAUP, the Association of American Colleges and Universities, and more than 180 other professional and educational organizations. The 1940 Statement of Principles on Academic Freedom and Tenure may be found at AAUP's website (www.aaup.org).

This list is published for the purpose of informing AAUP members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the AAUP's annual meeting.

AAUP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration.

The term “administration” includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in AAUP, nor does it affect the individual rights of members at the institution in question.

Members of AAUP have often considered it to be their duty, in order to indicate their support of the principles violated, to re-

frain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, AAUP does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. AAUP leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with year censured, are listed below. Reports were published as indicated by the Academic citations listed. Reference should also be made to “Developments Relating to Censure by the Association” published at the AAUP website. ■

AAUP List of Censured Administrations

INSTITUTION NAME	ACADEMIC CITATION	YEAR
GROVE CITY COLLEGE PENNSYLVANIA	March 1963(15-24)	1963
FRANK PHILLIPS COLLEGE TEXAS	December 1968(433-38)	1969
CONCORDIA SEMINARY MISSOURI	April 1975(49-59)	1975
MURRAY STATE UNIVERSITY KENTUCKY	December 1975(322-28)	1976
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS	May 1978(93-98)	1978
NICHOLS COLLEGE MASSACHUSETTS	May 1980(207-12)	1980
YESHIVA UNIVERSITY NEW YORK	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE MASSACHUSETTS	May-June 1983(42-46)	1983
METROPOLITAN COMMUNITY COLLEGES MISSOURI	March-April 1984(23a-32a)	1984
TALLADEGA COLLEGE ALABAMA	May-June 1986(6a-14a)	1986
PONTIFICAL CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE MAINE	May-June 1987(45-50)	1987
HILLSDALE COLLEGE MICHIGAN	May-June 1988(29-33)	1988
SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY NORTH CAROLINA	May-June 1989(35-45)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
OCEAN COLLEGE MASSACHUSETTS	May-June 1991(27-32)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY CALIFORNIA	May-June 1992(42-49)	1992
CLARKSON COLLEGE NEBRASKA	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE SOUTH CAROLINA	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE SOUTH CAROLINA	May-June 1994(37-46)	1994
	January-February 2005(51-54)	2005
BENNINGTON COLLEGE	March-April 1995(91-103)	1995
	January-February 1998(70-75)	
ALASKA PACIFIC UNIVERSITY	May-June 1995(32-39)	1995
ST. BONAVENTURE UNIVERSITY NEW YORK	July-August 1995(65-73)	1996
NATIONAL PARK COMMUNITY COLLEGE ARKANSAS	May-June 1996(41-46)	1996
SAINT MEINRAD SCHOOL OF THEOLOGY INDIANA	July-August 1996(51-58)	1997
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May-June 1997(53-58)	1997
BRIGHAM YOUNG UNIVERSITY	September-October 1997(52-71)	1998
UNIVERSITY OF THE DISTRICT OF COLUMBIA	May-June 1998(46-55)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May-June 1998(56-62)	1998
JOHNSON AND WALES RHODE ISLAND	May-June 1999(46-50)	1999
ALBERTUS MAGNUS COLLEGE CONNECTICUT	January-February 2000(54-63)	2000
CHARLESTON SOUTHERN UNIVERSITY SOUTH CAROLINA	January-February 2001(63-77)	2001
TIFFIN UNIVERSITY OHIO	January-February 2002(53-63)	2002
UNIVERSITY OF OSUQUA IOWA	September-October 2001(62-73)	2002
PHILANDER SMITH COLLEGE ARKANSAS	January-February 2004(57-68)	2004
VIRGINIA STATE UNIVERSITY	May-June 2005(47-62)	2005
UNIVERSITY OF THE CUMBERLANDS KENTUCKY	March-April 2005(99-113)	2005
MEHARRY MEDICAL COLLEGE TENNESSEE	November-December 2004(56-78)	2005
NEW MEXICO HIGHLANDS UNIVERSITY	May-June 2006(52-70)	2006

I'm a Postdoc — Get Me Out

From PAGE A3

do is be sociable. And you might even get your own office, but when you're stuck in there all day with a project you are having difficulty with, the foul-smelling cramped PhD rooms gain a rose-tinted glow. And if you move to a new institution, I'm afraid that the PhDs there will think you are old and the staff will think you're invisible. They are far too busy with the research assessment exercise to even think about talking to postdocs.

Career Progression (Forward)

You think: yeah, I'll do a PhD and then a postdoc or two, and then I'll get a lectureship somewhere great. Well, best of luck to you, but the reality can be quite bleak. Obviously, it depends on the subject and on the topic, but for a lot of people getting a lectureship is really, really difficult. For one thing, there are millions (OK, maybe that is an exaggeration) of foreign lecturers who are dying to get to the UK and who are applying for junior lectureships (and even postdocs) aged 50 with 40 publications. It is really difficult to compete with that. Also, the short-term nature of many postdocs means that it is difficult to master the topic and complete the project with publications in time. So, after your first postdoc, you may have little to show for it, which makes getting a second one a lot more difficult. And then there are the time

pressures involved, as most people want to move directly from one into the other. This requires military-style planning, an excellent academic record and a huge amount of luck.

Career Progression (Backward)

What if you do go for a postdoc and realise that it isn't really for you? Remember that making the switch to a “real job” can be a lot trickier after a postdoc than after a PhD. After all, you've demonstrated beyond any reasonable doubt that you are not that interested in the “real world.” And maybe there is the idea that you have failed in the academic world, which is not really the strongest position to be applying from. However, if like me you have reached the brick wall in your postdoc, then don't despair. Just make the leap. Line up your ducks — that is, a new job preferably — and then just go for it. No one will mind. No one will be disappointed in you. Well, your PI might have something to say about it, but who cares? You've left and you're never going back. ■

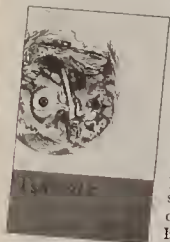
Eleanor Lingham now works in university finance, and is based in Leicestershire, U.K.

This article first appeared in the 17 November 2006 edition of the Times Higher Education Supplement.

The views expressed are those of the author and not necessarily CAUT. Les opinions exprimées sont celles de l'auteur et ne reflètent pas nécessairement la position officielle de l'ACPPU.

BOOKSHELF COIN DES LIVRES

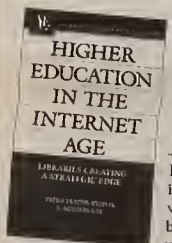
QUICK PICKS



Tsawalk: A Nuu-chah-nulth Worldview

E. Richard Alteo, Vancouver: University of British Columbia Press, 2004; 168 pp; ISBN: 978-0-774-81084-5, hardcover \$75 CA; ISBN: 978-0-774-81085-2, paper \$27.95 CA.

Western philosophy has long held scientific rationalism in a place of honour. Reason, that particularly exalted human quality, has become steadily distanced from the metaphysical aspects of existence, such as spirit, faith and intuition. In *Tsawalk*, hereditary chief Umeek introduces us to an alternative indigenous worldview — an ontology drawn from the Nuu-chah-nulth origin stories. Umeek develops a theory of "Tsawalk," meaning "one," that views the nature of existence as an integrated and orderly whole and thereby recognizes the intrinsic relationship between the physical and spiritual. By retelling and analyzing the origin stories of Son of Raven and Son of Mucus, Umeek demonstrates how Tsawalk provides a viable theoretical alternative that both complements and expands the view of reality presented by Western science. Tsawalk, he argues, allows both Western and indigenous views to be combined in order to advance our understanding of the universe. In addition, he shows how various fundamental aspects of Nuu-chah-nulth society are based upon Tsawalk, and what implications it has today for both native and non-native peoples.



Higher Education in the Internet Age: Libraries Creating a Strategic Edge

Patricia Senn Breivik & E. Gordon Gee, Westport, Connecticut: Praeger Publishers, 2006; 340 pp; ISBN: 978-0-275-98194-5, hardcover \$49.95 US.

Far too often, presidents, academic vice presidents and other campus leaders fail to take advantage of the contributions their campus libraries can make toward achieving institutional visions and priorities. In this age of information, libraries can and should be one of the primary strategic tools. By highlighting the extensive and successful use some campus leaders have made of library resources and personnel, the authors hope to inspire others to see their libraries strategically. Based on their 1989 book, *Information Literacy: Revolution in the Library*, this new work from Breivik and Gee addresses the unique challenges of today's information-overloaded culture while responding to the significant changes that have occurred on campuses during the past 15 years. Chief among these changes are the pervasive use of the Internet, growing community engagement, distance education, the emphasis on more active learning and the assessment of student learning outcomes. The work is enriched by a series of key issue statements about topics that have emerged within today's wired society and by vignettes highlighting best practices that have been extracted from interviews with leaders in education, business and government.



The Communist Manifesto: A Road Map to History's Most Important Political Document

Phil Gasper, ed. Chicago: Haymarket Books, 2005; 224 pp; ISBN: 1-931859-25-6, paper \$12 US.

Here, at last, is an authoritative introduction to history's most important political document, with the full text of *The Communist Manifesto* by Karl Marx and Frederick Engels. This edition is fully annotated, with clear historical references and explication, additional related texts and a glossary that brings the text to life for students, as well as the general reader. Since it was first written in 1848, the *Manifesto* has been translated into more languages than any other modern text. It has been banned, censored, burned and declared "dead." But year after year, the text only grows more influential, remaining required reading in courses on philosophy, politics, sociology, economics and history. The New Yorker recently described Karl Marx as "The Next Thinker" for our era. This book shows readers why.

Quick Picks produced from information supplied by publishers.

Confusion Reigns at Planet U



Planet U: Sustaining the World, Reinventing the University

Michael M'Gonigle & Justine Starke, Gabriola Island, British Columbia: New Society Publishers, 2006; 238 pp; ISBN: 0-865715-57-2, paper \$23.95 CA.

By WILLIAM BRUNEAU

M'GONIGLE and Starke's book reads well. It is heavily but intriguingly illustrated, reliably organized on themes and generally well edited. I found a dozen small typographical errors and a few cases of jargon-ridden obscurity, but otherwise I was rarely detained in reading through the work.

Sill, at about page 20, I was unexpectedly drawn away from *Planet U*... to books from a century ago. I thought of two by Robert Baden-Powell. His *Scouting for Boys* and the handbook for the girl guides, *How Girls Can Help to Build up the Empire*, were intended to encourage children in a life of pioneering, camping, travel in the open, pathfinding and modest danger — all in view of later adult careers in the rough business of empire-building. These are books about survival in the rough and survival in interdependence on others.

M'Gonigle and Starke have organized a safari of quite another kind, travelling into the dank forests of academe. Baden-Powell would have appreciated the dangers of that trek. Alas, M'Gonigle and Starke have neglected Baden-Powell's lessons.

Now, few of us would care to revive Baden-Powell's racist and eugenicist views. But remember how Baden-Powell thought of adult life in the 20th century and later. The Chief Scout thought the social world was a jungle, dark and deep and dangerous. It therefore made eminently good sense to him that we should learn necessary historical, political and vocational skills as early as possible. After all, he survived a tough siege (the Siege of Mafeking, 1899) during the Second Boer War, just because he had the know-how.

For young Scouts and Guides, Baden-Powell had just two broad recommendations: be good and (just as important) be prepared. Most of us would disagree

with nearly everything Baden-Powell meant by "good" and "prepared," but his general point remains. If you want to do "good," by your lights, then you'd best be prepared.

M'Gonigle and Starke have followed the recommendation to be good but not the one to be prepared. M'Gonigle and Starke want universities around the world — and especially North American ones — to substitute a world-reconstructive vision for the destructive economic ideology that drives them today.

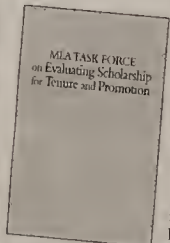
They call on universities to take a new road, to reconnect with surrounding communities. They mean this in the most literal senses. For example, they want an end to ring roads and freeways, and the birth of a university where people cycle, walk or bus their way to class (their description of enlightened transit covers more than 20 pages). They want citizens to displace business people in the central apparatus of university governance, but not necessarily to replace them.

Considering the economic power of universities in OECD countries, the authors say universities have a moral duty to lead urban development. (pp. 95-120) This densification in the university and in the city centres where many universities are located.

This departure in planning (a word M'Gonigle and Starke do not like, by the way) would be the outcome of a new university-community politics — a politics of public participation. M'Gonigle and Starke list anticipated results of that new process: the restoration of pre-urban landscapes, the creation of buildings and practices that produce more energy than they consume and "with a broader community (past, present, and future), the process should be to invigorate a new commons of care that will ... enhance social capital through evolving new skills and values in the citizenry." (p. 127)

See PLANET U Page A10

Twenty Ways to Stop a Tenure Crisis



MLA Task Force on Evaluating Scholarship for Tenure and Promotion

Gonna C. Stanton, Michael Bérubé, Leonard Cassuto, Morris Eaves, John Guillory, Donald E. Hall & Sean Latham. New York: Modern Language Association, 2006; 100 pp; Available free for download at www.mla.org/tenure_promotion.

By MARCUS HARVEY

THE Modern Language Association has released its long-awaited report into how scholarship is being evaluated for tenure and promotion in English and foreign language departments in U.S. higher education.

The report, from the MLA's Task Force on Evaluating Scholarship for Tenure and Promotion, is based on an array of sources and a spring 2005 online survey of language departments in 734 disparate institutions across the U.S. and addresses issues for the sector such as the buyer's market for academic labour, rising tenure standards, library impoverishment and the state of academic publishing. It also lays out 20 recommendations that should be of considerable interest to humanities and social science faculty.

Worries that declining monograph production may be leaving behind a generation of untenable academics provided the initial impetus for the study, which — unlike an earlier MLA report on the future of scholarly publishing — suggests little that would redress the profession's complicity in the "speed up" of the academic conveyor.

But the report does flag the upward creep of faculty workload since the 1970s, and rightly argues that it is inextricably linked to the casualization of academic labour. The ratcheting up of tenure standards during this same period is also noted, but not discussed as a treatable workload problem in its own right. Rather, the report praises junior scholars for "rising" to meet "ever-growing demands" and notes the general satisfaction of survey respondents with existing requirements for tenure.

As the task force surveyed department chairs, this contention should hardly be surprising. One of the unspoken pressures driving publishing expectations upwards may well be the fact that academic rewards and prestige track institution and department performance, and not just that of individuals. If one accepts that the market position of any academic — monetary rewards, likelihood of receiving outside funding and attractiveness to other institutions — is partly a function of the demonstrable productivity of his or her immediate colleagues, it becomes easier to explain the shift in academic focus from teaching, service to

See MLA TASK FORCE Page A9

ACTUALITÉS

Les régimes de prêts RFR favorisent l'endettement

L'IDÉE d'établir les modalités de remboursement des prêts étudiants en fonction du revenu du diplômé semble intéressante à première vue, mais elle n'est rien d'autre qu'un loup déguisé en brebis», selon une nouvelle étude rendue publique par l'ACPPU le mois dernier.

L'étude intitulée *Les régimes de prêts remboursables en fonction du revenu : L'illusion de l'équité* indique que si les régimes de prêts RFR sont souvent présentés comme de simples outils de distribution de l'aide financière aux étudiants, ils constituent en fait « un nouveau mode de financement de l'enseignement postsecondaire » au moyen d'augmentations des droits de scolarité.

« Les régimes de prêts RFR visent en effet à faire assumer par l'étudiant une proportion accrue du coût de ses études postsecondaires et à réduire par le fait même la participation des gouvernements au financement de l'enseignement postsecondaire... Dans la pratique, ces régimes favorisent les augmentations massives ainsi que la déréglementation totale des droits de scolarité », révèle l'étude.

Au Canada, divers projets visant à mettre en place des régimes de prêts RFR ont fait surface au cours de la dernière décennie. Le gouvernement libéral fédéral de Jean Chrétien a lancé une telle proposition dans le cadre de l'examen des programmes sociaux qu'il a mené au milieu des années 1990. L'ancien premier ministre néo-démocrate de l'Ontario, Bob Rae, qui avait joué avec l'idée au début des années 1990, l'a fait resurgir en 2005 dans son rapport sur l'enseignement postsecondaire commandé par le gouvernement de l'Ontario. Certains groupes au sein du gouvernement conservateur fédéral actuel préconisent aussi depuis longtemps la mise en oeuvre de tels régimes, et plusieurs gouvernements provinciaux, dont ceux de la Colombie-Britannique, de l'Alberta, de la Saskatchewan et de l'Ontario, ont commencé récemment à s'intéresser avec sérieux au concept.

L'étude constate que les propositions avancées à cet égard se traduiraient par l'augmentation du ni-

veau d'endettement des étudiants, l'élimination des subventions de prêts et la disponibilité réduite des bourses attribuées en fonction des besoins financiers.

« La prémisse sous-jacente est que l'éducation est essentiellement un bien de consommation privé subventionné à outrance par l'État », notent les auteurs de l'étude. « L'incidence des régimes de prêts RFR sur les étudiants issus de familles à revenu faible et moyen serait marquée : coût initial beaucoup plus élevé, emprunts plus importants et période de remboursement qui s'étendrait sur la majeure partie de la vie professionnelle. Vus sous cet angle, les régimes de prêts RFR ne sont manifestement ni très justes, ni très équitables. »

En fait, fait valoir l'étude, comme les étudiants s'endetteraient davantage dans le cadre des régimes de prêts RFR et qu'ils seraient obligés de rembourser leurs prêts sur une période plus longue, l'intérêt exigé sur les prêts contractés pourrait plus que doubler le coût de l'emprunt, ce qui nuirait surtout aux étudiants à faible revenu.

« Sur un prêt de 25 000 \$ amorti sur 25 ans, un étudiant paierait 30 613 \$ de plus pour ses études en intérêts seulement », précisent les auteurs de l'étude.

Ces derniers soutiennent que la réforme du régime canadien des prêts étudiants est impérative mais que les prêts RFR ne constituent pas la solution au problème.

« Si nous voulons vraiment résoudre le problème de l'endettement étudiant, il faut absolument commencer par stabiliser et réduire les droits de scolarité », concluent les auteurs de l'étude. « Il faut aussi que l'aide financière aux étudiants soit repensée et prenne la forme d'un système d'aide non remboursable afin que les étudiants qui n'ont pas la bonne fortune d'appartenir à des familles en mesure de contribuer au paiement de leurs études postsecondaires ne soient pas pénalisés en commençant leur vie professionnelle avec une dette comparable en importance à une hypothèque. » ■

English on page A5.

Academic freedom is fragile.

“Academic freedom and the general freedoms of all citizens are fragile, legal status notwithstanding... when a society loses its tolerance for differences and change, due to the presence of collective enemies, whether real or manufactured through propaganda, the whole rights-protection system becomes subverted.”

— Jon Thompson

Giving to the future ...

If you value academic freedom, please consider making a donation to the Harry Crowe Foundation, a registered charity that undertakes education and research on freedom of academic expression, institutional autonomy and the independence of academic research and scholarship.

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La FCEE fête ses 25 ans

La Fédération canadienne des étudiantes et étudiants (FCEE) a célébré son 25^e anniversaire lors d'un gala tenu le 25 novembre dernier au Musée canadien des civilisations. L'événement a été marqué notamment par un exposé de l'illustre commentateur de télévision Avi Lewis. Ce dernier a fait l'éloge de la fédération pour le rôle crucial qu'elle joue dans le combat pour les politiques éducatives progressistes et contre les concepts régressifs tels que les régimes de prêts étudiants remboursables en fonction du revenu.

La FCEE a été créée en 1981 lors d'une réunion étudiante à l'Université Carleton. Regroupant à l'origine quelques associations étudiantes seulement, la FCEE forme aujourd'hui la plus grande organisation d'étudiants au Canada avec plus de 500 000 membres répartis dans 80 associations de toutes les régions. Elle

est le principal porte-parole des étudiants au pays par la voie de ses activités et campagnes visant à accroître les subventions des gouvernements, à réduire les droits de scolarité et les coûts assumés par les étudiants et à rehausser le soutien à la recherche. La FCEE a également fondé Travel CUTS, maintenant devenue la plus grande agence de voyage étudiante au monde.

« La FCEE est depuis toujours une alliée incontournable de l'ACPPU pour le maintien de l'accessibilité à des études postsecondaires de grande qualité », a déclaré le président de l'ACPPU, Greg Allain. « Nous félicitons la fédération d'avoir atteint ce jalon clé et nous nous réjouissons à la perspective de poursuivre avec elle ce partenariat fructueux pour les 25 prochaines années. » ■

English on page A2.

Harry Crowe Foundation

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NEWS ACTUALITÉS

L'impact direct de l'affaire Arar sur nos vies à tous

L'AFFAIRE Maher Arar entraîne des conséquences sur les libertés civiles de tous les Canadiens. Tel est le constat qu'a dressé un groupe d'experts invités à prendre la parole devant l'Assemblée du Conseil de l'ACPPU tenue en novembre dernier à Ottawa.

Ce groupe était composé de Paul Cavalluzzo, avocat principal auprès du commissaire chargé de l'enquête Arar, de Thomas Walkom, reporter spécialiste de la politique nationale au Toronto Star, ainsi que de l'ancien solliciteur général du Canada, Warren Almand, qui travaille maintenant auprès de la Coalition pour la surveillance internationale des libertés civiles.

M. Cavalluzzo a rappelé que la Loi antiterroriste, adoptée à toute vitesse par le Parlement après les attentats du 11 septembre 2001, a replongé la Gendarmerie royale du Canada (GRC) dans les activités liées à la sécurité nationale, ce que bon nombre considèrent comme une erreur. Selon lui, la GRC n'était pas formée adéquatement pour ce type d'intervention, et la distinction était floue entre les opérations de collecte de renseignements et de maintien de l'ordre menées par cet organisme. Ces facteurs expliquent, à son avis, les nombreuses erreurs qui ont conduit à la détention et à la

torture de M. Arar en Syrie.

M. Cavalluzzo a également signalé que le juge Dennis O'Connor recommande, dans son rapport d'enquête sur l'affaire Arar, que la GRC s'en tienne à son mandat de service policier chargé de prévenir les crimes et de poursuivre ceux qui les commettent, et qu'elle laisse au Service canadien du renseignement de sécurité (SCRS) le mandat distinct de recueillir et d'analyser les renseignements sur la sécurité nationale. Le juge conclut dans son rapport que les autorités américaines ont « très probablement » fondé leur décision de placer M. Arar en détention et de le renvoyer en Syrie sur les informations erronées que leur avait fournies la GRC.

Cette dernière a dépeint M. Arar et sa femme comme des « extrémistes islamistes soupçonnés d'avoir des liens avec le mouvement terroriste Al-Qaïda », mais le juge O'Connor a déterminé qu'une telle affirmation était sans fondement. L'affaire Arar montre bien que de fausses informations de ce genre, une fois qu'elles sont portées au dossier, finissent par être validées et deviennent presque impossibles à contester, a fait observer M. Cavalluzzo.

De son côté, le journaliste Thomas Walkom a fait valoir que le gou-

vernement fédéral devait assumer l'ultime responsabilité des épreuves vécues par M. Arar, parce que c'est le gouvernement qui a décidé de réserver le rôle de la GRC sur le plan de la sécurité nationale après le 11 septembre 2001, motivé en partie par la « peur hystérique » des répercussions économiques qu'aurait engendrées un autre attentat terroriste perpétré contre les États-Unis à partir du sol canadien.

Il a ajouté cependant qu'une certaine responsabilité était aussi imputable à la population canadienne en raison du climat de peur généralisé qui, depuis les événements du 11 septembre 2001, a vu l'ambivalence d'une grande partie du public à l'égard de l'impact des mesures antiterroristes sur les libertés civiles.

La commission d'enquête O'Connor n'a trouvé aucune preuve établissant des liens entre M. Arar et le terrorisme, et elle a même montré que M. Arar possédait un dossier irréprochable, a signalé M. Walkom. Il a posé la question de savoir s'il serait justifié de priver du droit à l'appellation régulière de la loi et du droit de ne pas être soumis à la torture les personnes qui font l'objet d'enquêtes relatives à la sécurité nationale et dont les antécédents comportent quelque anomalie. Il a fait

remarquer aux délégués que la protection rigoureuse des libertés civiles et des garanties juridiques ne doit pas être considérée comme l'apanage des seules personnes jugées innocentes.

Warren Almand a pour sa part déclaré que l'affaire Arar avait sapé la confiance du public dans les autorités chargées d'assurer la sécurité nationale et que seule la mise en place de mesures de surveillance efficaces pouvait contribuer à rétablir cette confiance.

Il a signalé que les ministères et les organismes gouvernementaux sont nombreux à exercer des activités liées à la sécurité nationale et que tout mécanisme de surveillance doit être habilité à contrôler les opérations menées dans tous les domaines.

M. Almand a raconté comment, du temps qu'il occupait le poste de solliciteur général dans le cabinet Trudeau, il avait été consterné de voir le SCRS demander l'autorisation d'espionner des gens qui, comme la suite devait le montrer, ne justifiaient aucunement une telle mesure de surveillance.

Interrogés sur les incidences de l'affaire Arar sur la liberté académique, les experts ont mis l'accent sur les problèmes que pose le partage d'information du Canada avec les États-Unis conformément aux

nouvelles règles instaurées après le 11 septembre 2001, ainsi que sur les risques auxquels sont exposés les universitaires qui voyagent aux États-Unis ou qui transitent par ce pays.

M. Cavalluzzo a indiqué qu'en vertu d'une directive ministérielle de novembre 2003 adressée à la GRC et portant sur les activités liées à la sécurité nationale, les secteurs définis comme « sensibles » comprennent l'enseignement supérieur, la politique, la religion, les médias et les syndicats.

Dans le cadre des discussions qui ont suivi les exposés des experts, plusieurs délégués à l'Assemblée du Conseil ont soulevé des préoccupations au sujet de l'autocensure dans le monde universitaire dans le contexte politique de l'après-11 septembre.

« La liberté académique repose généralement sur le respect de la société pour les libertés civiles », a rappelé aux délégués le directeur général de l'ACPPU, James Turk. « Si nous laissons les peurs liées à la sécurité miner nos libertés civiles et nos traditions démocratiques, il y a peu d'espoir que la liberté académique survive. » ■

Traduit de l'article « Arar Case Has Implications for Us All, Panel Says » (Bulletin de l'ACPPU, décembre 2006).

New Year's Resolution: Commit to Better Workplace Health & Safety

From PAGE A3

and make recommendations for change where necessary.

Canadian and international health and safety laws and regulations now recognize that workers have three inalienable rights in the workplace: the right to know, the right to participate and the right to refuse. Workers have the right to know about unsafe materials or work, how to identify and prevent workplace hazards and how to protect themselves. Employers have an obligation to provide safe working conditions and to work with joint health and safety committees in implementing committee recommendations for prevention, reduction and substitution.

Canadian workers spend on average, five or more hours in the work-

place, five days a week. This exposes them to an inestimable number of hazardous chemicals and substances and physical and ergonomic injuries.

Occupational disease has finally come into its own, with increasing recognition that most worker illnesses are caused in and by workplaces and not entirely attributable to life-style choices — where blame has previously been laid.

It is also increasingly being recognized that direct and indirect exposures to workplace hazards can have an acute or latent effect. In either case, they can be temporarily or permanently disabling, life-threatening and sometimes life-ending.

Occupational disease and injuries impact on quality of life, through financial impairment due to reduc-

tion or loss of employment, physical health or life, the ability to cope mentally or physically, the impact on family members and the community at large.

More recently, the "bystander effect" has come to be seen as a significant contributor to occupational disease causing secondary exposures outside the workplace. Family members and friends of persons exposed to a hazard at work also have an increased chance of suffering from the hazard. Asbestos is a prime example: family members of asbestos miners and production workers have developed mesothelioma (cancer of the lung and peritoneum) from secondary exposure to asbestos from these workers' clothing and effects.

For all of these reasons — quality of life for yourself and others, finan-

cial stability and simply the right to work safely — a healthy and safe workplace is important. Without it, the things that hold meaning for us, such as research, teaching and writing, won't matter if we are unable to do them.

CAUT's membership interest in workplace health and safety was only significantly piqued when two of its members succumbed to mesothelioma from asbestos exposure. In the past three years, CAUT's health and safety officer, working with local associations and their health and safety activists, has identified numerous hazards at the university and college level, often after recognizing that serious health issues among members were caused by workplace exposures.

Joint health and safety committee training, asbestos-awareness training and other training provided by CAUT in concert with other campus unions and associations, has accelerated the knowledge base on hazards and rights and dramatically increased the engagement and activism in many of these associations. Eleven associations so far have taken advantage of CAUT's workplace health and safety training and numerous others have hosted site visits for assistance with hazard identification, among other issues.

Asbestos is one of the major hazards found on our campuses. Most potentially dangerous buildings are those built before the 1970s when asbestos was commonly used in floor and ceiling tiles and as an insulant in walls and around pipes. In an effort to address this serious health issue, CAUT last year launched an asbestos awareness campaign, including asbestos awareness training and presentation of a proposal for funding to the federal government to assist with asbestos removal and

abatement. CAUT has more recently set up a national asbestos-related diseases database in order to keep track of the situation in a systematic fashion.

Cancers among staff in fine arts departments, particularly in photography and ceramics, have also drawn attention to hazardous substances that members are exposed to during the course of their work.

The recognition that hazardous substances, which have been used for years in research and teaching, need to be eliminated or replaced, is just now starting to be understood and accepted by the university and college community.

Employer complacency has always been an issue, not only in the post-secondary sector, but in many workplaces. Joint health and safety committees make legally-binding recommendations to employers, who have an obligation to implement them. This can sometimes be an exercise in frustration, but the law lies with the committees, with government agencies providing legal enforcement when uncooperative employers fail to meet their obligation.

All in all, the best defence is a good offence — well-educated association executives and association members who know and exercise their rights and who support and work collectively through their joint health and safety committees will go a long way in ensuring employers meet their obligations and duties under government law.

So, why not make a New Year's resolution on becoming better informed about health and safety issues in our workplaces and supporting our academic staff associations in exercising the rights to which we are entitled. We could all be better off for it. Happy New Year to everyone! ■

Awards for Excellence in Post-Secondary Education Journalism

Nominations are being sought for the CAUT Awards for Excellence in Post-Secondary Education Journalism. These awards recognize and promote in-depth and thoughtful coverage of issues related to post-secondary education in Canada. Two awards are offered: one to recognize excellence in the student media, and the other to honour outstanding reporting in the professional print and broadcast media. Each award is worth \$1,000.

Prix d'excellence en journalisme dans le domaine de l'enseignement postsecondaire

L'ACPPU sollicite des candidatures pour ces prix d'excellence en journalisme dans le domaine de l'enseignement postsecondaire. Ces prix ont pour but de récompenser et de mettre en valeur des reportages recherchés et sérieux sur des questions liées à l'enseignement postsecondaire au Canada. Deux prix sont offerts, l'un pour récompenser l'excellence dans les médias étudiants, et l'autre pour honorer un reportage exceptionnel dans la presse écrite et parlée. Chaque prix est d'une valeur de 1 000 \$.

Deadline > March 2 mars 2007 < Date limite

Criteria and eligibility details at www.caut.ca. Critères et conditions d'admissibilité à www.acppu.ca.

Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université



NEWS ACTUALITÉS

Two Receive CAUT's Sarah Shorten Award

JANICE Dodd and Patricia Baker were honoured at CAUT's November Council meeting as recipients of the association's 2006 Sarah Shorten Awards.

The award is presented to women who have demonstrated leadership, served as models and mentors, developed innovative programs and contributed significantly to the advancement of women in Canada's post-secondary community.

Dr. Dodd, cross-appointed to women's studies and physiology at the University of Manitoba, is recognized as a leader on gender, science and health issues by her colleagues in both the faculty of arts and the faculty of medicine. She has enhanced women's advancement at the university for more than a decade and is one of the most active academics in the province lobbying for action promoting equality for women and has worked on behalf of women in science on many fronts.

"This award recognizes Dr. Dodd's leadership and major and extensive contributions to the advancement of women in the academy and to the community of women scientists," said CAUT Women's Committee chair Wendy Robbins, in presenting the award. "She is a scholar, a leader, a champion of women in science, and a role model that we might all aspire to."

Dr. Baker is professor of sociology and anthropology and women's



Sarah Shorten Award winners Patricia Baker (second from left) & Janice Dodd (centre) receive their awards from CAUT president Greg Allain & CAUT Women's Committee chair Wendy Robbins during a ceremony in Ottawa Nov. 25.

studies at Mount Saint Vincent University in Halifax and former president of the MSVU faculty association. Since the beginning of her appointment to the faculty at Mount Saint Vincent, she has worked tirelessly to advance knowledge of women's lives and women's labour and her research has been shared in many parts of the world.

According to Robbins, Dr. Baker

was cited for her "courage, integrity, selflessness and stamina" in working towards a more equitable world. "But above all," said Robbins, "Dr. Baker's nominations by fellow faculty at Mount Saint Vincent commend her for her long and generous term of union service to the Mount Saint Vincent University Faculty Association and elsewhere.

"Dr. Baker, as a feminist academic, exemplifies the characteristics which the Sarah Shorten Award was established to recognize."

Dr. Dodd and Dr. Baker are the 15th and 16th recipients of the award since its establishment in 1990 to honour the late Sarah Shorten, who served as vice-president and president of CAUT in the 1980s. ■

Western Faculty to Vote on University Offer

THE University of Western Ontario Faculty Association and the university came to terms on a tentative agreement Dec. 22, after five days of conciliation. About 1,400 full-time and contract academic staff will vote on whether to ratify the new four-year contract following a UWOFA general meeting Jan. 16. Western's board of governors will review the agreement Jan. 25. ■

NOMS, Faculty Ratify Collective Agreement

THE Northern Ontario School of Medicine Faculty Association ratified a first collective agreement with the school last month following almost a year of negotiations on a contract.

The two-year deal, which has also been approved by the school's board, offers "significant improvements in pay" for academic staff, said union president Brian Ross.

Discretionary stipends were eliminated and the money rolled into salary increases for all staff.

As well, the agreement has some of the strongest academic freedom language in the country.

"There were a few contentious issues and it took time to work them out," Ross said. "We had wonderful support from our members throughout the bargaining process. We commend our bargaining team members, including Peter Simpson from CAUT, for their efforts in reaching a fair and reasonable agreement for our members. Now we have a deal and we look forward to a productive and professional relationship with the school in the coming years."

NOSMFA represents full-time faculty, librarians, curriculum instructional designers and student affairs of ficers working for the medical school across Northern Ontario.

The association, which was certified in January 2006, is an affiliate of CAUT, and a member of the CAUT Defence Fund and the Sudbury and Thunder Bay District Labour Councils. ■

Le professeur Chun est victime de discrimination

ES Suite de la PAGE A1

Il devait par la suite être soumis à diverses formes de harcèlement qui ont mis en péril sa carrière universitaire.

« Le comité d'enquête a conclu que de sérieuses irrégularités avaient eu lieu dans chaque cas et que la discrimination systémique était la cause profonde », a souligné M. Allain.

Le Conseil de l'ACPPU examinera le rapport de 70 pages à son assemblée d'avril afin de trouver des moyens efficaces d'inciter les universités et les collèges à donner suite aux recommandations du comité. ■

La version anglaise du rapport peut être téléchargée sur le site du comité d'enquête indépendant www.chuninquiry.ca.

Hommage rendu aux lauréates du prix Sarah-Shorten

À SON assemblée de novembre, le Conseil de l'ACPPU a rendu hommage aux deux lauréates du prix Sarah-Shorten 2006, M^{mes} Janice Dodd et Patricia Baker.

Cette distinction est accordée à des femmes qui ont fait preuve de leadership, ont servi de modèles et de mentors, ont élaboré des programmes innovateurs et ont fourni un apport exceptionnel à l'avancement des femmes dans le secteur de l'enseignement postsecondaire.

La D^{re} Dodd, nommée conjointement au département des études des femmes et à celui de la physiologie à l'Université du Manitoba, est reconnue par ses collègues de la faculté des arts et de la faculté de médecine comme une chef de file pour ce qui touche les questions relatives

aux sexes, à la science et à la santé. Elle contribue activement à l'essor des femmes en milieu universitaire depuis plus d'une décennie. Ses actions de lobbying pour promouvoir l'égalité de la femme et ses travaux multidisciplinaires sur les femmes dans le milieu scientifique font d'elle l'une des universitaires les plus actives au Manitoba.

« Cette distinction vous est attribuée dans le but de reconnaître vos qualités de leader et votre contribution considérable à l'avancement des femmes dans le domaine des études supérieures ainsi qu'à la communauté des femmes scientifiques », a souligné la présidente du Comité des femmes de l'ACPPU, Wendy Robbins, en présentant le prix à la D^{re} Dodd. « Intellectuelle,

chef de file et ardente défenseure de la place des femmes dans les sciences, la D^{re} Dodd est une source d'inspiration pour nous toutes et nous tous. »

Professeure au département de sociologie et d'anthropologie et à celui des études des femmes à l'Université Mount St. Vincent à Halifax et ancienne présidente de l'association du personnel académique de cet établissement, Patricia Baker y travaille sans relâche, depuis son entrée en fonctions, à faire avancer les connaissances sur les femmes et leur travail. Ses recherches se sont fait connaître dans de nombreuses régions du monde.

M^{me} Baker se distingue par « le courage, l'intégrité, l'endurance et la grande générosité » qu'elle appli-

que à l'édification d'un monde plus équitable, a fait observer M^{me} Robbins. « Mais par-dessus tout », a-t-elle ajouté, « les collègues de travail de M^{me} Baker qui ont proposé sa candidature font l'éloge de ses longs et généreux états de services syndicaux à l'association du personnel académique de l'Université Mount St. Vincent et ailleurs. »

« En tant qu'universitaire féministe, M^{me} Baker incarne les qualités que l'on entendait reconnaître lorsque le prix Sarah-Shorten a été créé en 1990. »

M^{mes} Dodd et Baker sont les 15^e et 16^e lauréates du prix institué à la mémoire de feu Sarah Shorten, qui a assumé la vice-présidence et la présidence de l'ACPPU dans les années 80. ■

MLA Task Force on Evaluating Scholarship for Tenure and Promotion

ES From PAGE A6

the institution and civic activities to publication.

The pressure on individuals to produce a high volume of new material, combined with the attendant proliferation of scholarship, militates against conscientious scholars even keeping abreast of developments outside their own field (narrowly construed). The MLA report acknowledges that "the accumulated volume of scholarship in book form is increasingly difficult to master and that scholars tend to read monographs in very restricted contexts," but mutes any harsher suggestion that the publishing imperative may have had a deleterious impact on quality.

The difficulty of remaining en-

gaged and knowledgeable is further exacerbated by external pressures. With reflection and reading nearly impossible to quantify, one could argue that political, corporate and managerial enthusiasm for "accountability" and "productivity" measures runs counter to the cultivation of breadth and wisdom in higher education.

Ultimately, the MLA's report does not do enough to disentangle the idea of tenure from a market-driven concern for production. Properly understood, tenure should not be seen as either a carrot or a stick, but rather as a condition – the condition of security merited by the expertise of the academic professional and necessary for the proper exercise of that individual's academic freedom.

Viewed in this light, it is counterproductive for the tenure process to do more than certify an individual's competence as a scholar based on the informed and professional judgment of his or her peers.

Our present system, however, conflates the tenure and hiring processes to such a degree that tenure criteria no longer serve primarily to confirm the fitness of an individual to be tenured, but now assess the relative research productivity of a candidate within a competitive labour pool.

The report recommends a number of solutions aimed at ensuring the tenure process is "fair," "transparent" and far removed from the bad old days of cigar smoke and decanted sherry. The shift from Old

Boyism to objective standards was laudable, but we should take pains to keep the tenuring process a judicious filter and not make it an indiscriminate good.

Ironically, the evidence provided by the task force suggests the academic speed up has had little effect on the success rate of tenure candidates. Apparently, faculty hiring committees continue to do a good job of selecting candidates and survey data show the tenure "denial rate" has remained stable at around 10 per cent.

Junior faculty have indeed "risen" to the challenge, but one wonders at what cost. ■

Marcus Harvey is a professional officer at CAUT.

CAUT Executive Committee

Nominations are being sought for election to the CAUT Executive Committee. Individual affiliated members and associate members of CAUT are entitled to run for any vacant position and to make nominations. Elections will take place at the CAUT Council meeting in Ottawa in April 2007.

Position Vacancies

President. Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. Nominees for president should have considerable experience in academic staff association affairs at the local level.

Vice-President. Responsible for assisting the president with his or her responsibilities and undertaking other duties as decided by the executive committee.

Three Members-at-Large. Responsible for undertaking duties as decided by the officers and the executive committee.

Chair, Academic Freedom & Tenure Committee. Responsible for chairing the AF&T Committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of the AF&T Committee should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties, and shall normally have served at least one year on the committee.

Chair, Women's Committee. Responsible for chairing the Women's Committee and undertaking other duties as decided by the officers and the executive committee.

committee. A nominee for the position of chair of the Women's Committee should have considerable experience representing the interests of women, have knowledge of relevant policy matters, and shall normally have served at least one year on the committee.

Term of Office

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of the committee chairs is two years.

Nomination Procedure

Nominations should be sent to:

William Bruneau
Chair, Elections and Resolutions Committee
Canadian Association of University Teachers
2675 Queensview Drive
Ottawa, Ontario K2B 8K2
Fax: (613) 820-7244

Nominators should include:

- (1) a letter of nomination;
- (2) a brief statement of why the nominator feels the nominee is qualified to serve;
- (3) the agreement of the nominee to serve if elected; and
- (4) a completed copy of the standard information form available at www.caut.ca.

Nomination Deadline 1 March 2007

Note: Information on release time is available at www.caut.ca/en/policies/release.asp.

Comité de direction de l'ACPPU

Nous sollicitons des candidatures à des postes au sein du Comité de direction de l'ACPPU. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidat ou candidate et de présenter des candidatures. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2007.

Les postes vacants

La présidence. La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et elle s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidats et candidates à la présidence doivent posséder une expérience considérable en matière d'associations de personnel académique à l'échelle locale.

La vice-présidence. La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités et à entreprendre d'autres tâches définies par le Comité de direction.

Trois membres ordinaires. Les membres ordinaires doivent exercer les fonctions définies par les dirigeants et le Comité de direction.

La présidence du Comité de la liberté académique et de la permanence de l'emploi. Le ou la titulaire doit présider le CLAPE et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidats et candidates à ce poste doivent avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté académique, les droits de la personne et les libertés civiles, et doivent normalement avoir siégé au moins un an au sein du comité.

La présidence du Comité des femmes. La titulaire doit présider le Comité des femmes et entreprendre d'autres tâches définies par les dirigeants et le Comité

de direction. Les candidates à ce poste doivent avoir une expérience considérable dans la représentation des intérêts des femmes, une connaissance des questions relatives aux politiques, et doivent normalement avoir siégé au moins un an au sein du comité.

Mandat

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat des présidents des comités est de deux ans.

Méthode de mise en candidature

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Comité des élections et résolutions
Association canadienne des professeurs
et professeurs d'université
2675, promenade Queensview
Ottawa (Ontario) K2B 8K2
Télé. : (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature :

- (1) une lettre de mise en candidature;
- (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues;
- (3) l'accord du candidat ou de la candidate de siéger au sein du comité advenant son élection;
- (4) une copie du formulaire d'information réglementaire, dûment rempli, disponible sur le site www.acppu.ca.

La date limite 1^{er} mars 2007

Les renseignements au sujet du dégelage se trouvent à : www.acppu.ca/fr/policies/release.asp.

Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université



NEWS

Planet U: Sustaining the World, Reinventing the University

From PAGE A6

The term "social capital" is worrisome. For capital markets — and social capital is exchanged in a market — have not been friendly to "community." Here M'Gonigle and Starke confuse the issue, and this is not the end of confusion.

The authors say that because students pay high tuition fees, they should have more say in university governance. (p. 199) This is market theory by another name. On the same page, M'Gonigle and Starke conclude a sub-argument on the evils of real estate developments on campus (Simon Fraser University's University, for example). They ask how universities can justify such developments yet not provide political institutions to give power and voice to the people who live in them.

Using the example of Kyushu University in Japan, the authors say it is practical and feasible for universities to recover ancient landscapes as they build their campuses. (pp. 115–117) Earlier, and in a similar vein, in recounting the development history of the University of Victoria, M'Gonigle and Starke find the roots of UVic's eco-friendly movement in the pre-European First Nation history of the land, and the pre-urban agricultural history of that land.

Then, in discussing Japanese industry, they recall Toyota, Mitsubishi and other companies whose "democratic" practices include "consultation" with workers. (p. 196) This, too, is confusing, as Toyota's point in consulting is to make money, not run a parliamentary system. Which part of the Japanese example do the authors want us to take up?

The book makes still larger points about universities, claiming they have been very nearly ruined by subject specialization. That specialization arose, the authors say, because universities were too anxious to please the elites who built the modern nation-state. Those states needed engineers and doctors and school teachers. Universities obliged, growing fat and rigid as they did. In their latest phase, university bureaucracies have gone so far down this path, they have forgotten the original, organic basis of their very existence.

Respect for the land, conservation of energy, environmentally friendly curriculum and building, all were lost from view in the 20th century movement to build an unsustainable economy. Endless growth means destruction and extinction, the authors say. Few would disagree with that last point, if it is put this way, but what of the strange version of academic history that precedes the point?

We come to Baden-Powell's second recommendation: be prepared.

The main historical work on which M'Gonigle and Starke rely is a book by Marcus Ford, a philosopher of religion and culture in Arizona. Ford's history is of the most derivative variety, but gets nearly 20 pages in *Planet U*. The reason is that he has an outsider's critical perspective and never defends the rampant credentialism, the bureaucratic inertia and the stark economism characteristic of OECD universities. In short, he agrees with M'Gonigle and Starke.

M'Gonigle and Starke say Ford is a breath of fresh air, but he isn't. Think of Bergquist, Metzger and Hofstadter, to take three fine American writers of the past 50 years, persuasive in their arguments for autonomous, democratic higher education — yet open to community.

Ford's ideas are derived and contrived, however pleasant they may seem at first reading. His ideas about the history of subject specialties are half-baked. They remind me of Alan Watts's peculiar attacks on American universities in the 1960s. Watts was a popularizer of Zen Buddhism who claimed academics had wholeheartedly adopted an anti-naturalist and triumphalist view of science and business — and thus were bound for perdition.

M'Gonigle and Starke would have done well to prepare, that is, to read more university history than they did. Surely academic specialism and academic professions have contributed directly to academic freedom. Philosophers and chemists and historians, and their professions, have been crucial in the fight for academic freedom. They are imperfect, of course. But even so, I defy Ford (or M'Gonigle and Starke) to read the eight volumes of the recent and powerful *History of the University of Oxford* and yet conclude the professionalization of academic life has been all bad.

M'Gonigle and Starke announce repeatedly their belief in the power of interdisciplinarity to open up the university to society. Interdisciplinarity might just as easily weaken academic associations and institutions whose care is their members' academic freedom. Interdisciplinarity need not necessarily lead down that road, but M'Gonigle and Starke say little about the strong pressure to deny academic freedom and how interdisciplinarity could help us to resist that pressure.

The rise of faculty associations, and the appearance of unions to protect other workers on campus, have helped limit the unending ambitions of university presidents in Canada. When administrations show a mean streak, when government and business work to undermine free inquiry (one thinks of Nortel at Carleton University in the 1980s, and Joseph Rotman's plans for business studies and Apotex's interest in medical research at the University of Toronto), it is faculty, staff and student organizations that stop the rot.

As Michiel Horn's book, *Academic Freedom in Canada*, shows, academic freedom is a relatively new thing. *Planet U* proposes a new ideology, and a pleasing one, but would that new ideology lead to practical political action that would protect and strengthen academic freedom?

If one is to be prepared in the field of university reform, it requires a more nuanced grasp of history and politics than we find in *Planet U*. The typical university bureaucrat will read this book and yawn. Experienced students of university history and politics will likewise yawn. That's unfortunate since the ideas in *Planet U* deserve attention. ■

William Bruneau is a former president of CAUT and speaker of CAUT Council. He lives and writes in Vancouver.

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NEWS ACTUALITÉS

Une résolution du Nouvel An axée sur la santé et la sécurité au travail

Suite de la PAGE A3

de travail? Qu'il suffise de signaler que, selon les statistiques officielles, le nombre de décès enregistrés chaque année, reliés à des accidents du travail, est à la fois considérable et en croissance. Au Canada, le nombre annuel moyen de décès dus à des accidents du travail était de 733 entre 1993 et 1996; il a grimpé à 837 entre 1997 et 2000, pour atteindre 968 au cours des cinq années suivantes. Cela représente en moyenne plus de quatre décès par jour ouvrable. De 1993 à 2004, les accidents du travail ont entraîné plus de 10 000 décès au Canada. Et ces chiffres ne tiennent compte que des mortalités — 900 000 autres travailleurs subissent chaque année des blessures professionnelles.

Là j'entends déjà certains d'entre vous dire que ces accidents du travail surviennent dans des secteurs très à risque, comme l'exploitation minière, forestière ou pétrolière, la pêche, et l'industrie de la construction, qui affichent un bilan peu enviable sur le plan de la sécurité, mais que rien de tout cela ne peut s'appliquer au secteur de l'enseignement postsecondaire. Eh bien, si nous y pensons un peu, il est facile d'identifier certains départements sur nos campus où sont manipulés des produits toxiques, comme les départements de chimie, de biochimie et des beaux-arts (on pense ici, par exemple, aux acides utilisés pour la photographie et les produits céramiques); sans parler du cortège de blessures ergonomiques et de maladies professionnelles qui découlent du stress psychologique (les études sont nombreuses à démontrer que notre profession est des plus stressantes). Les problèmes de santé et de sécurité sont légion dans nos environnements de travail. Quelles mesures de prévention pouvons-nous prendre?

Commençons par situer le contexte général dans lequel nos actions peuvent être menées. Dans les années 1970, suivant l'exemple d'autres pays qui légiféraient dans

ce domaine, le gouvernement fédéral et les gouvernements provinciaux du Canada ont promulgué diverses lois devant guider et réglementer la santé et la sécurité au travail. Ces lois établissaient entre autres l'obligation de créer des comités conjoints de santé et de sécurité dans tous les lieux de travail, d'assurer le suivi des questions qui pourraient surgir au sein de chaque section locale et d'en faire rapport, et de recommander au besoin les modifications qui s'imposent.

Les législations et réglementations canadiennes et internationales en matière de santé et de sécurité reconnaissent maintenant l'existence de trois droits fondamentaux communs à tous les travailleurs : le droit de savoir, le droit de participer et le droit de refuser un travail jugé trop dangereux. Les travailleurs ont le droit de connaître les dangers physiques et chimiques auxquels ils sont exposés au travail, d'être informés sur les façons de reconnaître et de prévenir ces dangers et sur les mesures de protection dont ils ont besoin. De leur côté, les employeurs sont tenus d'assurer un milieu de travail sécuritaire et de collaborer avec les comités conjoints de santé et de sécurité à la mise en oeuvre des recommandations que ces derniers leur adressent en vue de prévenir, de réduire et de maîtriser les risques présents au travail.

Les travailleurs canadiens passent en moyenne cinq heures ou plus par jour au travail, cinq jours par semaine. Ils sont de ce fait exposés à un grand nombre de substances et de produits chimiques dangereux et de risques de blessures physiques et ergonomiques.

Le concept de maladie professionnelle a fini par s'imposer. On admet plus volontiers aujourd'hui que la plupart de ces maladies surviennent dans les milieux de travail et sont dues à certaines activités professionnelles, et que, contrairement à ce que l'on prétendait auparavant, elles ne sont pas entièrement attribuables à des choix de mode de vie.

De même, il est de plus en plus reconnu que l'exposition directe et indirecte aux risques en milieu de travail peut avoir des effets aigus ou latents qui, dans un cas comme dans l'autre, peuvent entraîner une incapacité temporaire ou permanente, mettre la vie en danger et, parfois même, provoquer la mort.

Les maladies et les blessures professionnelles portent atteinte à la qualité de vie, à cause des contraintes financières découlant de la perte d'emploi ou de la réduction du temps de travail, à la santé ou même à la vie comme telle, sans parler de l'impact sur les membres de famille et sur la communauté en général.

Plus récemment, l'« effet de proximité » s'est révélé être un important facteur concourant à la maladie professionnelle, qui entraîne des répercussions à l'extérieur du lieu de travail. Les membres de la famille et les amis des personnes exposées aux dangers en milieu de travail sont également plus susceptibles de souffrir de ces dangers. L'amiante en est un parfait exemple : on a diagnostiqué chez les membres des familles des mineurs et des travailleurs fabriquant des produits dérivés de l'amiante des mésothéliomes (cancer des poudrons et du péritoine) attribuables à l'exposition indirecte aux poussières d'amiante imprégnées dans les vêtements et les effets personnels de ces travailleurs.

Pour toutes ces raisons — votre qualité de vie et celle des autres, la stabilité financière et tout simplement le droit de travailler à l'abri de tout danger — il est capital de pouvoir travailler dans un milieu sain et sûr. Sans quoi, les activités qui nous importent, telles la recherche, l'enseignement et la publication d'ouvrages, perdront tout leur sens si nous devenons incapables de les accomplir.

Les membres de l'ACPPU ont été particulièrement interpellés par les questions de santé et de sécurité en milieu de travail lorsque deux de leurs collègues sont décédés du mésothéliome par suite d'une expo-

sition à l'amiante. Ces trois dernières années, l'agent de la santé et de la sécurité de l'ACPPU, Laura Lozanski, de concert avec les associations locales et leurs militantes et militants en matière de santé et de sécurité, a cerné un grand nombre de dangers présents dans les universités et les collèges, dans bien des cas après avoir établi que de graves problèmes de santé chez les membres étaient attribuables à des expositions en milieu de travail.

La formation dispensée par l'ACPPU aux membres des comités de santé et de sécurité, notre programme de sensibilisation aux dangers de l'amiante et les autres activités de formation offertes en collaboration avec les autres syndicats et associations des établissements d'enseignement ont permis d'accélérer la mise en place d'un ensemble de connaissances sur les dangers et les droits et de renforcer l'engagement et l'activisme des membres dans beaucoup de ces associations. Jusqu'à présent, onze associations ont tiré avantage de la formation en santé et sécurité au travail offerte par l'ACPPU, et bien d'autres ont organisé des visites de leur campus pour les aider à déterminer les dangers réels et potentiels et à identifier des moyens pour améliorer les conditions, dont une participation plus efficace au Comité conjoint de santé et sécurité au travail.

L'amiante est l'un des principaux dangers relevés sur nos campus. Les bâtiments les plus à risque sont ceux qui ont été construits avant le milieu des années 1970, lorsque l'amiante était couramment utilisé dans la construction des planchers et des plafonds et qu'il servait de matériau isolant dans les murs et autour des tuyaux. Dans le cadre de ses démarches entreprises pour remédier à ce sérieux risque de santé, l'ACPPU a lancé l'an dernier une campagne de sensibilisation aux dangers de l'amiante, assortie d'un programme d'information et de la présentation au gouvernement fédéral d'une demande d'aide financière au désamiantage. Plus récemment,

l'ACPPU a mis en place une base nationale de données sur les maladies liées à l'amiante afin de documenter méthodiquement la situation.

Les cancers diagnostiqués chez les employés des départements des beaux-arts, tout particulièrement dans les programmes de photographie et de céramique, ont également attiré l'attention sur les substances dangereuses auxquelles les membres sont exposés dans le cadre de leur travail.

La communauté postsecondaire commence seulement à comprendre et à accepter la nécessité impérieuse d'éliminer ou de remplacer les substances dangereuses qui sont utilisées depuis des années pour la recherche et l'enseignement.

Certes, le problème de la conformité des employeurs existe depuis toujours, et il n'est pas unique au secteur de l'enseignement postsecondaire. Les comités conjoints de santé et de sécurité sont habilités à faire des recommandations ayant force obligatoire aux employeurs, qui doivent à leur tour les mettre en oeuvre. Ce processus peut être parfois lourd de frustrations, mais la loi se range du côté des comités et, par l'intermédiaire des organismes gouvernementaux, oblige les employeurs récalcitrants à obtempérer aux recommandations.

Tout bien considéré, la meilleure défense est une bonne offensive : des dirigeants et des membres d'associations bien informés, qui connaissent et exercent leurs droits et qui appuient leurs représentants siégeant aux comités conjoints de santé et de sécurité, contribueront grandement à faire en sorte que les employeurs s'acquittent de leurs obligations et devoirs établis par la loi.

Alors pourquoi ne pas prendre la résolution de mieux s'informer sur les questions de santé et de sécurité dans notre milieu de travail et d'aider nos associations de personnel académique à faire respecter nos droits légitimes? Nous ne nous en porterions que mieux. Bonne et heureuse année à tous et toutes! ■

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NEWS ACTUALITÉS

Un transfert distinct recommandé pour l'éducation supérieure

Le Comité permanent des finances recommande au gouvernement conservateur d'augmenter les fonds alloués aux études supérieures en créant un nouveau paiement de transfert consacré exclusivement à l'enseignement postsecondaire et en resserrant l'obligation de rendre des comptes sur l'utilisation de ces fonds.

Dans le rapport qu'il a déposé au Parlement le 7 décembre, « le Comité estime qu'une transparence et une responsabilisation plus poussées s'imposent dans la manière dont sont dépensés les fonds destinés à l'éducation postsecondaire. Il estime aussi qu'un transfert distinct pour l'éducation est nécessaire et que des lignes directrices, des principes et des énoncés des responsabilités et des exigences de reddition de comptes pour le gouvernement fédéral et les gouvernements des provinces et des territoires aideraient à atteindre les objectifs visés ».

Le président de l'ACPPU, Greg Allain, a salué la recommandation du Comité des finances. « Nos démarches de revendication commencent à porter fruit. Il y a maintenant plusieurs années que nous réclamons la création d'un transfert distinct aux provinces pour l'éducation postsecondaire et l'obtention de la part de celles-ci des garanties que cet argent sera utilisé aux fins visées. »

À l'heure actuelle, le gouvernement fédéral verse aux provinces des transferts en espèces pour financer l'éducation postsecondaire et les services sociaux dans le cadre du Transfert canadien en matière de programmes sociaux, souligne M. Allain, mais cette entente de financement global est appliquée sans aucune transparence ni compte à rendre.

« Personne ne sait comment ni même si les provinces affectent cet argent à l'éducation. Après tout, les crédits fédéraux destinés à l'éducation postsecondaire servent peut-être à financer la construction des routes ou la réduction des impôts », ajoute-t-il.

Le comité recommande également au gouvernement d'accroître le financement de la recherche dans les universités et les collèges, de majorer de 350 millions de dollars le budget de base des Instituts de recherche en santé du Canada sur trois ans et de consacrer 235 millions de dollars sur sept ans au Plan à long terme pour l'astronomie et l'astrophysique au Canada.

Les recommandations du comité, si elles étaient adoptées, permettraient d'augmenter les budgets de base du CRSH et du CRSNG et de

porter le niveau de financement des coûts indirects de la recherche universitaire à 40 cents pour chaque dollar consacré par le gouvernement fédéral à la recherche subventionnée.

Selon M. Allain, le rapport s'appuie également sur une autre recommandation clé que l'ACPPU a adressée au gouvernement dans sa déclaration prébudgétaire, à savoir que le gouvernement devrait être sensible aux besoins particuliers des plus petits établissements d'enseignement et des diverses régions du pays lorsqu'il élabore les programmes de financement de la recherche de sorte à assurer un accès plus équitable aux subventions fédérales.

Le rapport du comité recommande d'autre part de modifier la gamme des mesures d'aide financière aux étudiants, sans toutefois donner de détails véritables à ce sujet. Il recommande d'établir, au plus tard le 31 août 2007, un « système de prêts et de bourses fondés sur les besoins », mais on ne sait pas bien, fait valoir M. Allain, comment un tel système serait mis en place.

« Nous continuons à craindre que le gouvernement conservateur n'en vienne à adopter, comme en Australie, un régime de prêts remboursables en fonction du revenu », prévient-il. « Ce type de régime favorise des augmentations massives des droits de scolarité et du niveau d'endettement des étudiants. »

M. Allain se dit fort étonné que le comité des finances recommande au gouvernement de financer un vaste « système national règlementé de garde d'enfants accessible, abordable et de haute qualité », étant donné que les Conservateurs, peu de temps après leur accession au pouvoir, ont mis fin aux ententes en matière de garderies que les Libéraux avaient négociées avec les provinces.

« Si bon nombre des recommandations du comité des finances représentent des mesures positives, il est loin d'être garanti que le gouvernement les intégrera à son budget de 2007 », soutient M. Allain. « L'ACPPU croit que les recommandations visant à accroître le soutien de l'éducation postsecondaire et de la recherche sont primordiales et qu'elles peuvent être facilement mises en œuvre dans le contexte du surplus fédéral actuel. »

Vous pouvez télécharger la Déclaration au Comité permanent des finances de la Chambre des communes sur le budget fédéral de 2007 à www.acppu.ca/fr/publications/briefs/.

English on page A1.

Saint Mary's Faculty Union Set to Vote on New Contract

Three-year agreement with university establishes union-controlled benefit plan.

The academic staff union at Saint Mary's University will vote this month on a tentative agreement reached Dec. 17 with the assistance of mediator Kevin Burkett.

Under the three-year agreement, the university will cease controlling benefits for academic staff. Instead, a union-controlled trust will oversee the benefits plan, to which the university will contribute 2.2 per cent of salaries in the first two years

and 2.4 per cent in the third year of the contract. The trust will also receive the full amount of the current benefit surplus attributable to its members.

The agreement also calls for three per cent annual scale increases and higher step values, which secures about 11 per cent of salary increases for academic staff over the life of the agreement. Other positives include new language on employment pro-

spects past age 65 and a new retirement incentive program that will pay a maximum \$225,000, based on the saving from a lower replacement salary multiplied by the number of years to normal retirement.

Faculty union president Larry Haiven said both sides had been negotiating since June and the deal was reached weeks after his membership voted overwhelmingly in favour of a strike if the talks failed. ■

COMITÉE VACANCIES | POSTES À COMBLER

CAUT Standing Committees

CAUT is seeking potential members for its four standing committees of Council. Each of these committees has at least eight members (including the chair) and normally meets twice a year.

Position Vacancies

Academic Freedom and Tenure Committee, Three or Four Vacancies (depending on whether an incumbent member of the committee is elected chair). Members should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties. They should be willing and available to dedicate considerable time to the work of the committee between meetings, including promotion of academic freedom, drafting of documents and other related activities.

Collective Bargaining and Economic Benefits Committee, One Vacancy. Members should have demonstrated experience in the area of collective bargaining. They should be able to commit time to the work of the committee between meetings, including drafting of model clauses, development of policy statements and other related activities.

Librarians' Committee, Two Vacancies. Members should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian post-secondary education institutions. They ought to be aware of policy matters pertaining to academic rights and working conditions of academic librarians. Mem-

bers should be willing and available to dedicate significant time to the work of the committee between meetings, including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Women's Committee, One or Two Vacancies (depending on whether an incumbent member of the committee is elected chair). Members should have considerable experience representing the interests of women. They should also have knowledge of policy matters pertaining to women in post-secondary education. Members should be willing and available to dedicate considerable time to the work of the committee between meetings, including educational work, drafting of documents and other related activities.

Term of Office

The term of office for members of standing committees is normally three years, with the possibility of one renewal.

Application Procedure

If you are interested in being on one of these committees, send a letter indicating the committee and your background relevant to that committee to: Louise Desjardins, Executive Assistant, Canadian Association of University Teachers, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2.

Deadline 1 February 2007

Comités permanents de l'ACPPU

L'ACPPU est à la recherche de membres qui pourraient occuper des postes au sein des quatre comités permanents du Conseil. Chacun de ces comités compte au moins huit membres (incluant le président ou la présidente) et entend se réunir normalement deux fois l'an.

Les postes vacants

Comité de la liberté académique et de la permanence de l'emploi, trois ou quatre postes (selon qu'un membre siègeant au sein du comité est élu président). Les candidats et candidates doivent avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté académique, les droits de la personne et les libertés civiles. Ils ou elles doivent pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à la promotion de la liberté académique, à la rédaction de documents et à des activités connexes.

Comité de la négociation collective et des avantages économiques, un poste. Les candidats et candidates doivent avoir une expérience confirmée dans le domaine de la négociation collective. Ils ou elles doivent pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en rédigeant des clauses modèles, en élaborant des énoncés de principes et en participant à des activités connexes.

Comité des bibliothèques, deux postes. Les candidats et candidates doivent avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations universitaires des bibliothécaires dans les institutions canadiennes d'enseignement postsecondaire. Ils ou elles doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires dans les universités et collèges.

Les membres doivent également pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à l'organisation du colloque biennal, en rédigeant ou en révisant des documents, en répondant à des demandes de renseignements et en exerçant des activités connexes.

Comité des femmes, un ou deux postes (selon qu'un membre siègeant au sein du comité est élu présidente). Les candidates doivent avoir une expérience considérable dans la représentation des intérêts des femmes. Les membres doivent connaître les questions de principe touchant le rôle des femmes dans l'enseignement postsecondaire. Elles doivent également pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en réalisant un travail d'information, en rédigeant des documents et en participant à des activités connexes.

Mandat

La durée du mandat des membres des comités permanents est normalement de trois ans avec la possibilité d'un renouvellement.

Procédure de demande

Les personnes désirant siéger à l'un de ces comités sont priées de faire parvenir à l'adresse ci-dessus une lettre précisant le nom du comité qu'elles intéressent et décrivant l'expérience qu'elles possèdent par rapport à ce comité : Louise Desjardins, Adjointe au directeur général, Association canadienne des professeurs et professeurs d'université, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2.

La date limite 1^{er} février 2007

Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université



www.TravailAcademique.ca

Answer to Homework!

From page A4. There are essentially three possibilities: (2,4,5,7,3,1/6,8,9), (2,5,4/7,1,3/6,9,8), or (5,2,4/1,7,3/9,6,8). The sum of the third row cannot exceed 24 (7+8+9), but must be odd, since the sum of all nine numbers is 45 and the sums of the first two rows are even. The only possibility for the third row are numbers 6,8 and 9. Each column must add to 15, so 7, and hence 2, must be in the same column as 6. Since 2 has now been used, 5 cannot be in the same column as 8. Hence, the columns in some order are 2,7,6/3,4,8/1,5,9. Since each of the top two rows add up to 11, they must be 2,4,5 and 7,3,1.

CAREERS CARRIÈRES

SECTION

Index Indices

B1	A	B12	N
B5	B		O
	C	B13	P
B7	D		Q
E		B16	R
B8	F		S
B9	G	B18	T
H			U
B11	I		V
J			W
K			X
L			Y
M			Z

B18 Accommodations

How to Place a Career Ad

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K2B 8K2

Adresser la correspondance
et les questions à la
coordonnatrice de la publicité

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A

■ **ACCOUNTANCY** — University of Waterloo. The University of Waterloo invites applications for tenured or tenure-track positions in Accounting. We welcome applications from candidates in all areas of Accounting for appointments beginning July 1, 2007 or thereafter. Rank is open. Candidates for a tenured position should have established reputations for high-quality research and teaching, and an interest in contributing to our PhD program. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The University of Waterloo consistently ranks as the leading comprehensive university in Canada, and offers a stimulating environment for research and teaching. The School of Accountancy's faculty includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our highly regarded undergraduate,

and graduate programs attract top students from Ontario and across Canada. For details about our faculty and programs please visit: <http://accounting.uwaterloo.ca/>. We encourage applications from all qualified candidates, although Canadian citizens and permanent residents receive priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. To be considered please send, in electronic form if possible, a curriculum vitae, a sample of your research, and the names and contact information of three referees to: jobs@uwaterloo.ca. Alternatively, paper applications may be sent to The Director, c/o Lori Laroche, Administrative Assistant, School of Accountancy, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Review of the applications will start from October 2006 and will continue until the positions are filled.

■ **ACCOUNTING** — University of Windsor. The University of Windsor invites applications for a tenure-track position in the Odette School of Business in the area of Accounting (Auditing, Managerial, or Advanced Financial)

at the rank of Assistant or Associate Professor commencing July 1, 2007. For a detailed position description visit our website at: www.uwaterloo.ca/facultypositions. Contact: Dr. Allan Conway, Dean, Odette School of Business, University of Windsor, 401 Sunset Ave., Windsor, Ontario, N9B 3P4, Tel: 519-253-3000, Ext. 3081; Fax: 519-973-7073; E-mail: aconway@uwaterloo.ca. For information on the University of Windsor or the City of Windsor, contact Dr. James Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) within North America, call collect outside of North America at (519) 561-1432 or Email: recruit@uwaterloo.ca.

■ **ACTUARIAL OR FINANCIAL MATHEMATICS** — York University. Applications are invited for a tenure-track appointment in Actuarial or Financial Mathematics at the Assistant Professor level in the Department of Mathematics and Statistics, Faculty of Science and Engineering to commence July 1, 2007. The successful candidate must have a PhD as well as a proven record of research excellence and superior teaching ability. The successful candidate should be suitable for prompt appointment to the Faculty of Graduate Studies. All positions at York are subject to budgetary approval. Applications must be received by February 15, 2007. Applicants should send a curriculum vitae, an outline of their research plan and a description of teaching interests, and arrange for three letters of recommendation (one of which should address teaching) to be sent directly to: Actuarial/Financial Math Search Committee, Department of Mathematics and Statistics, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Fax: (416) 736-5757; E-mail: actuarial/financial.recruitment@yorku.ca or www.math.yorku.ca/finmath/. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at: www.yorku.ca/aa/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **ANTHROPOLOGY** — University of Waterloo. The Department of Anthropology, University of Waterloo, invites applications for a tenure-track position at the Assistant or Associate Professor level in Anthropology. The successful

candidate must have a PhD in Anthropology and an active research program. The department has a flourishing undergraduate program and is just beginning to plan MA programs in Public Issues Anthropology with the University of Guelph. It is in conjunction with this new graduate program that we wish to hire an additional colleague. We seek an individual who specializes in studies of cultural change among indigenous populations from an international and cross-cultural perspective. Ideally the candidate's research will include an emphasis on medical ethnology or technology in a cross-cultural context, or indigenous peoples' relations with governments. Salary commensurate with qualifications and experience. The closing date for applications is August 31, 2007. Send curriculum vitae, the names and contact information for three referees, evidence of teaching quality and a sample paper or publication to: Professor Anne Zeller, Chair, Department of Anthropology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. Additional information concerning the Department of Anthropology can be found at <http://anthropology.uwaterloo.ca>. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

■ **ANTHROPOLOGY** — University of Windsor. The University of Windsor invites applications for a tenure-track position in the Department of Sociology and Anthropology, commencing July 1, 2007. This position is subject to final budgetary approval. Contact: Dr. Mel Heidebrandt, Associate Dean and Chair of the Department of Sociology and Anthropology, Faculty of Arts and Social Sciences, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4. Phone: (519) 253-3000, Ext. 2029; Email: kahlu@uwaterloo.ca. For information on the University of Windsor or the City of Windsor, contact Dr. James Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) within North America at (519) 561-1432 or Email: recruit@uwaterloo.ca.

■ **APPLIED MATHEMATICS** — University of Waterloo. Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics at the University of Waterloo, in the field of Mathematical Physics, to begin on or after July 1, 2007. The position is at the Assistant Professor level and salary will be commensurate with experience and research record. In exceptional cases, an appointment at a higher level may be possible. We are particularly interested in applicants in the areas of quantum theory (preferably not limited to quantum information theory) and gravity. Candidates should show evidence of outstanding potential in research and should have a strong background in both mathematics and physics. We are looking for applicants with enthusiasm for the supervision of graduate students and for teaching at both the undergraduate and graduate level. Waterloo is a very active and large centre for research in Mathematical Physics. The successful applicant must have a PhD and an Associate Membership at the Independent Perimeter Institute for Theoretical Physics (www.perimeterinstitute.ca) or the Institute for Quantum Computing (www.iqic.ca) at the University of Waterloo. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to: K.G. Lamb, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The deadline for receiving applications is January 15, 2007. Applications received after this date will be considered until the position has been filled. The Department of Applied Mathematics is part of the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. The Faculty also includes the Department of Pure Mathematics, the Department of Combinatorics and Optimization, the Department of Statistics and Actuarial Science, as well as the School of Computer Science. We maintain close ties with the Faculties of Science and Engineering regarding both research and teaching, and we offer a joint undergraduate program in Mathematical Physics with the Department of Physics. Further information about the Department may be obtained from the website at www.math.uwaterloo.ca/AM Dept. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **APPLIED MATHEMATICS** — University of Waterloo. The Department of Applied Mathematics at the University of Waterloo invites applications for a Tier 2 Canada Research Chair in the areas of theoretical or computational neuroscience to begin in September 2007, or later. These prestigious chairs are intended for exceptional research researchers who have the potential to lead in their field (<http://www.chairs.gc.ca>). The position is at the Assistant or Associate Professor level. Rank and salary will be commensurate with experience and research record. Candidates should show evidence of an outstanding research program, should have a strong multidisciplinary background, and demonstrate an active interest in biophysics, systems neuroscience, or cognitive neuroscience. The successful candidate will play a central role in the development of the Centre for Theoretical Neuroscience at the University of Waterloo. The centre will also be supported by a second Canada Research Chair. Applicants should send a curriculum vitae (including a statement of research interests

Advertising Deadlines 2006-2007 Dates limites

Deadlines to place, change, renew, or cancel your advertising material in the printed CAUT Bulletin are listed below. Ad space closes approximately three weeks prior to publication date. Ad placement deadlines are also the materials due dates. Copy changes, ad changes, cancellations, late postings or renewals will not be accepted after an ad deadline, and none should be presumed executed without acknowledgment from the Bulletin.

Les dates limites pour réserver, modifier, renouveler ou annuler une annonce à publier dans le Bulletin de l'ACPPU sont indiquées ci-après. L'échéance des annonces précède d'environ trois semaines la date de parution. Les dates limites des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du Bulletin n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du Bulletin.

ISSUE / NUMÉRO	AD DEADLINE / DATE LIMITE	PUBLICATION DATE / DATE DE PARUTION
September 2006 septembre	August 09 août 2006	August 31 août 2006
October 2006 octobre	September 06 septembre 2006	September 28 septembre 2006
November 2006 novembre	October 04 octobre 2006	October 26 octobre 2006
December 2006 décembre	November 08 novembre 2006	November 30 novembre 2006
January 2007 janvier	November 29 novembre 2006	December 21 décembre 2006
February 2007 février	January 05 janvier 2007	January 25 janvier 2007
March 2007 mars	February 01 février 2007	February 22 février 2007
April 2007 avril	March 01 mars 2007	March 22 mars 2007
May 2007 mai	April 03 avril 2007	April 24 avril 2007
June 2007 juin	May 02 mai 2007	May 24 mai 2007

Advertising Rates (Section B)

All prices in effect until June 2007

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Colour surcharge (CMYK)	\$900
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Publisher's Statement

The CAUT Bulletin will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide business need for exemption from general policy stated above exists, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aap.org.

Tarifs de publicité (Section B)

Les tarifs sont en vigueur jusqu'en juin 2007

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Déclaration de l'éditeur

Le Bulletin de l'ACPPU n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que toutes les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités lésant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900, ou de visiter www.aap.org.

CAUT ACPPU
Bulletin

CAREERS CARRIÈRES



Memorial
University of Newfoundland

Tenure Stream Positions SIR WILFRED GRENELL COLLEGE

Sir Wilfred Grenfell College is a small (1300 student) liberal arts and science institution and the Corner Brook campus of Memorial University of Newfoundland. At Sir Wilfred Grenfell College, our emphasis is on a small-class environment and teaching excellence in distinctive multi- and interdisciplinary programs with four-year Bachelor's degrees in Arts, Fine Arts, Science, and Nursing. We are currently working to increase enrolments, build new degree programs, acquire new infrastructure and enhance our research profile and activities.

Corner Brook (population 22,000) is a safe and friendly city with excellent recreation and cultural facilities, situated in an area of great natural beauty. The city is some 80 kilometers from Gros Morne National Park, a UNESCO World Heritage Site and 10 kilometers from Marble Mountain, one of Eastern Canada's premier downhill ski resorts.

Tenure Stream Positions at the rank of Assistant Professor commencing August 1, 2007. We seek candidates who are or who show promise to be exceptional teachers and scholars and who will become engaged in our community. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. If a successful candidate has not completed an earned doctorate, he or she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of his or her term appointment, he or she shall begin a tenure-track appointment following completion of the requirements of the degree. All positions are subject to budgetary approval.

Biology VPA GRSC 2005-001

The successful candidate will have the ability to teach courses in botany with expertise in any of the following: plant taxonomy, physiology, genetics, biogeography, ecology, or related specializations. Opportunities exist to develop research collaborations with scientists from both provincial and federal agencies located on campus or in the immediate vicinity of Corner Brook. Teaching responsibilities include introductory through senior-level courses, as well as the supervision of senior research projects, in support of the Environmental Science and General Science programs. (www.swgc.mun.ca/envs and www.swgc.mun.ca/science). The successful candidate will demonstrate a balance of excellence in teaching at the undergraduate level and research/scholarly activities.

Business VPA GRSS 2006-001

This position will support a planned undergraduate degree program in business that offers concentrations in Comprehensive Business Studies, Small Business and Entrepreneurship, and Regional Economic Development. The successful candidate will be responsible for teaching primarily quantitative-based courses that may include Quantitative Methods, Operations Management, and/or Financial Management. Candidates should also be prepared to teach Introductions to Business. Additional areas of expertise in Strategy and/or Small Business Management and/or Economic Development would be an asset. Qualifications should include a PhD (or ABD). Teaching experience at the university level is preferred. Candidates are asked to identify areas of research interest and activity in their letters of application, teaching dossiers and/or curriculum vitae.

Classics VPA GRAR 2006-001

Applicants must have the ability to teach across a broad range of Classics courses at all levels of the undergraduate program in Humanities, ranging from introductory surveys to fourth-year, special topics, offerings (specializations open). Applicants must demonstrate commitment to teaching and research. Preference will be afforded those with a strong teaching record. The successful candidate will be required, in the first instance, to teach survey courses in Greek and Roman History, as well as in Greek and Roman Civilization. In addition, he or she will be expected to be versatile and, over time, develop a variety of offerings in areas such as classical languages, literature, art and architecture, religion, mythology, philosophy, women's studies, or some combination of these.

English VPA GRAR 2005-001

The successful candidate should hold a Ph.D. in English. In addition to teaching courses in early and contemporary Canadian literature, the candidate should be prepared to teach first-year courses. As well, an ability to teach in one or more of the following areas would be desirable: Creative Writing, Medieval, 18th Century and 19th Century British, Post-Colonial Literature, and Literary Theory. The successful candidate will demonstrate a balance of excellence in teaching at the undergraduate level and research/scholarly/creative activities.

Mathematics/Physics VPA GRSC-2006-001

Duties will include teaching courses in undergraduate Mathematics and Physics in support of a General Science Program, research, and academic service. Ph.D. or near completion in a relevant area required. Candidates are asked to identify areas of research interest and activity in their letters of application, teaching dossiers and/or curriculum vitae. Teaching experience preferred.

Mathematics VPA GRSC 2006-002

Duties will include teaching courses in undergraduate Mathematics and/or Statistics in support of a Mathematics Minor and a Mathematics stream in a General Science Program, research, and academic service. Ph.D. or near completion in Mathematics or Statistics required. Teaching experience preferred. Candidates are asked to identify areas of research interest and activity in their letters of application, teaching dossiers and/or curriculum vitae.

Psychology VPA GRSS 2006-002

A major consideration will be the ability to teach courses in social psychology within our existing program. However, we encourage applicants from any area of psychology to apply. Other courses the candidate might be asked to teach include introductory psychology and a fourth-year senior seminar in an area of the candidate's choice. In addition, the applicant should be prepared to supervise honours theses (B.A. and B.Sc.), to act as an advisor to a number of psychology majors, to serve on university committees and develop a research program. Teaching experience would be a definite asset. Candidates are asked to identify areas of research interest and activity in their letters of application, teaching dossiers and/or curriculum vitae.

Tourism Studies VPA GRSS 2006-003 & GRSS 2006-004

Two tenure-stream appointments in Tourism Studies. The B.A. in Tourism Studies program is located within the Division of Social Science, an area that includes disciplines central to Tourism Studies such as Economics, Environmental Studies and Business. While there is some flexibility in teaching and research areas, the successful candidates must be prepared to teach a range of courses in Tourism Studies, from introductory survey courses to fourth-year specialty courses. One of the appointments requires expertise in nature-based tourism, ecotourism, resource valuation and tourism impact assessment. The other appointment requires expertise in interpretation, heritage development, conservation planning, exhibitions or events management, and arts administration. These positions offer rare opportunities to help build and strengthen a new Tourism Studies program. More information on the program can be found at <http://www.swgc.mun.ca/tourism>. Preference will be given to candidates who possess PhD designations in tourism, or closely-related cognate areas. Teaching experience at the university level is preferred. Candidates are asked to identify areas of research interest and activity in their letters of application, teaching dossiers and/or curriculum vitae.

Visual Arts/Art History VPA GRFA 2005-001

Position in art history/visual culture with a focus in one of the following: Canadian, Contemporary/Postmodern, Modern (20th Century), Time-Based/New Media. This position will expand the existing Visual Culture/Art History component of the Visual Arts program. Applications from those with an interdisciplinary background, Global/Post-Colonial or First Nations/Aboriginal specialization are also encouraged. Applicants will be involved with the future development of visual culture/art history programming and links with the Theater, Humanities and Historical Studies programs. There is potential for the applicant to become involved with the Department's current visual-culture programming at Memorial's Campus in Harlow, England. The successful candidate will demonstrate a balance of excellence in teaching at the undergraduate level and research/scholarly/creative activities.

Contractual Positions commencing August 20, 2007.

Sir Wilfred Grenfell College also is seeking candidates for the following sabbatical replacement positions:

- Environmental Science/Biology (8.5 month)
- Environmental Studies/Human Geography (8.5 month)
- Geography (8.5 month)
- Historical Studies (8.5 month)
- Sociology (4 month)
- Theatre-Acting (8.5 month)

For details about these positions and application procedures, visit our website: www.swgc.mun.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. Deadline for receipt of applications is February 15, 2007.

A letter of application along with a curriculum vitae, teaching dossier, and the names of three references should be sent to: The Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NL A2H 6P9. Phone: (709) 637-6231; Fax: (709) 637-6218; Email: vice-principal@swgc.mun.ca.

and teaching philosophy and the names and addresses of at least three referees to K.G. Lamb, Chair, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 (reference letters should not be sent at this stage). Screening of applications will begin on October 15, 2006. The deadline for receiving applications is January 20, 2007. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science, and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. Further information about the Department may be obtained from our webpages at www.math.uwaterloo.ca/AM_Dep/index.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **ASTRONOMY & PHYSICS** – Saint Mary's University. The Department of Astronomy and Physics at Saint Mary's University invites applications for a tenure-track faculty position at the assistant professor level in any area of observational astronomy, subject to final budgetary approval. The Department is particularly interested in candidates whose research makes extensive use of existing and future facilities described in CASCA's Long Range Plan, namely CFHT, XLT, Gemini, ALMA, NGST, SKA, and/or VLST. The Department consists of 11 faculty (including two Canada research chairs) and several PhDs with ongoing research in observational astronomy (stellar, interstellar, extragalactic), computational astrophysics (stellar interiors, atmospheres, MHD, outflows), and subatomic physics (TRIUMF, Jefferson Lab). The Department hosts the Institute for Computational Astrophysics (ICA) and is one of four ACEnet sites. A CFHRF high-profile fellowship compelling consortium in Atlantic Canada encourages information about the Department can be found at <http://www.ap.smu.ca/>. The Department offers undergraduate programs in Physics and Astrophysics, as well as MSc and PhD programmes in Astronomy. Therefore, in addition to someone able to establish an externally funded research programme that will engage both undergraduate and graduate students, we seek candidates with experience, ability, and enthusiasm for teaching. Candidates should submit a complete application consisting of the candidate's CV, a statement of research and teaching interests (experience, strengths, philosophy), and the names and addresses (including e-mail) of three individuals that the Department can contact to provide a letter of reference. Applications (either by ordinary post or airtel/facsimile) should arrive no later than January 31, 2007 at: Chair,

Search Committee, Department of Astronomy and Physics, Saint Mary's University, Halifax, NS, B3H 3C3, Canada; Fax: (902) 496-8218; E-mail: physicssearch@ap.smu.ca. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

■ **ATMOSPHERIC SCIENCE** – Dalhousie University. The Department of Physics and Atmospheric Science, Dalhousie University invites applications from outstanding candidates for a tenure stream faculty appointment, beginning July 1, 2007. The successful candidate will have a Ph.D., demonstrated excellence in atmospheric science, and the ability to teach undergraduates in a physics department. Ideal candidates would have the ability to attract funding from major national funding agencies. The priority of the appointment is excellence in research. The successful candidate will enhance and complement the existing activities of the atmospheric science group. Our Department (<http://www.physics.dal.ca>) is a vibrant and research-intensive, our many new faculty members have all obtained significant external funding to support their research programs. Dalhousie, with 17,000 students (3,800 undergraduates) is a major research and teaching university within Canada. Halifax is the largest city in Atlantic Canada, is on the coast, and offers an outstanding quality of life (<http://www.halifaxinfo.com/>). The atmospheric science group has a very active research program with connections to many major national and international programs including collaborations with NASA, the Canadian Space Agency, planetary missions, Arctic measurements and other field campaigns. There are many opportunities to build a world-class research program and to collaborate in major global initiatives (http://www.physics.dal.ca/Research/Atmospheric_Science/). Applicants should submit a current CV and statements of both proposed research directions and teaching interests, and should arrange for at least three letters of reference to be sent to us directly. The review process will begin on February 15, 2007 but applications will be accepted until the position is filled. For specific enquiries, please contact: Chair of the Search Committee, Department of Physics and Atmospheric Science, Dalhousie University, 610 University Road, Room 218, Halifax, Nova Scotia, B3H 1J9, Canada; Fax: 902-494-5131. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Dalhousie University is an Equal Opportunity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

THOMPSON RIVERS UNIVERSITY

KAMLOOPS, BC

TRU invites applications for the following position:

FACULTY

School of Social Work and Human Service Tenure Track Competition #06-146

Thompson Rivers University (TRU), British Columbia's newest public university, was founded in 1970 as a community college, and through an exciting process of evolution and growth is now a unique, comprehensive university built on 35 years of excellence in post-secondary education and training.

The spectacular main campus of TRU is located on the south slope of Kamloops, a growing city of 80,000 residents at the centre of BC's southern interior, only four hours from Vancouver. The university has become a vital and integral part of a community and surrounding region that offers recreational, cultural, social and economic benefits that are attracting students and faculty from across Canada and around the world.

With an on-campus population of over 9,000 students, TRU is a primarily undergraduate, teaching-focused university offering over 50 undergraduate and graduate degree options, and more than 40 diploma and certificate programs in academic, applied and professional fields. The expansion of graduate programs, distance and open learning, and the building of strength in a number of research areas are among the priorities of the university in the years ahead.

For further information, please visit our website at www.tru.ca/careers

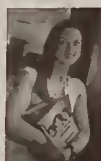
We wish to thank all applicants; however, only those under consideration will be contacted.



CAREERS CARRIÈRES

Meet the University of Calgary: Ambitious. Energetic. Innovative.

Entering an unprecedented era of growth and opportunity.
In short, a great place to work and learn.



Already a key player on the world stage, the University of Calgary - like its host city - is building on its momentum and is brilliantly positioned to be a leading university in the future. Just 40 years old, it has internalized the best enduring values of the university and combined them with a forward-looking drive for innovation, growth and excellence. The UofC is a passionate community of scholars dedicated to high-level teaching and research that we create and share with our students.

FACULTY OF COMMUNICATION AND CULTURE

Assistant Professor, Communication Studies (#4405)

Seeking candidate with expertise in two of the following areas: political economy of cultural industries, media studies and cultural policy, popular culture, music and technology

Assistant Professor, Development Studies (#4406)

Candidates should have expertise in indigenous communities and environmental issues

Assistant Professor, Film Studies (#4407)

Specialist in any two of the following areas considered valuable: history of film, film and new technologies, political economy of the film industry, or International cinema

FACULTY OF FINE ARTS

Tier II Canada Research Chair in Creative Practice & New Technologies (#4558)

Seeking candidate who is within ten years of award of PhD, is an emerging leader in their field, is developing national and international scholarly presence, has an excellent teaching record, has experience with externally-funded programs, and a commitment to collaborative research

FACULTY OF EDUCATION

Associate Dean, Graduate Division of Educational Research (#4532)

Position at Associate Professor or Professor rank

FACULTY OF KINESIOLOGY

Assistant Professor, Bioengineering and Kinesiology (#4479)

PhD in Biomechanics, Bioengineering, Biophysics or related subject area

FACULTY OF LAW

Assistant/Associate Professor, Law (#4478)

Candidates in any area of law welcome to apply for two openings

FACULTY OF NURSING

Professors, Associate Professors, Assistant Professors, Senior Instructors and Instructors, Nurse Practitioner Qualified Faculty (#4386)

Seeking candidates with experience in teaching nursing theory, nursing practice, primary health care, acute and community health, mental health, health policy, and quantitative or qualitative research methodologies

FACULTY OF SCIENCE

DEPARTMENT OF BIOLOGICAL SCIENCES

Assistant Professor, Environmental Microbiologist (#4616)

Seeking applicants using molecular and biochemical tools to study applied or fundamental microbial processes in nature. We particularly welcome applicants working on energy-related microbiology, bioremediation, environmental metagenomics, marine or aquatic microbiology, or extremophiles

Assistant Professor, Plant Developmental Biologist (#4618)

The successful applicant is expected to utilize genetic, molecular and/or cellular approaches to study fundamental aspects of plant development

Assistant Professor, Molecular Evolutionary Biologist (#4620)

Seeking applicants whose research integrates evolutionary dynamics at the population and/or species level with underlying molecular and genetic mechanisms to address fundamental evolutionary questions

DEPARTMENT OF CHEMISTRY

Instructor Natural Sciences Program & Department of Chemistry (#4319)

Appointment half time with the Natural Sciences Program and half time in the Department of Chemistry

CAREERS CARRIÈRES

DEPARTMENT OF GEOLOGY AND GEOPHYSICS

Head, Department of Geology and Geophysics (#4535)

Seeking candidate with internationally distinguished teaching and research and a demonstrated aptitude for leadership as well as administration

Assistant Professor, Geology and Geophysics (#4354)

Appointment in support of the Earth Science Program; seeking candidates with expertise in geophysical methods of investigation of the shallow subsurface

Assistant Professor, Hydrology or Hydrogeology (#4416)

In support of the new Energy concentration through the Natural Sciences Program

Associate or Full Professor, Petroleum Geologist (#4415)

PhD in a petroleum-related discipline of Geology

Assistant Professor, Petroleum Geology (#4413)

PhD in Geology in a Petroleum-related sub-discipline

Associate Professor, Reservoir Geophysicist (#4414)

PhD in Geophysics or equivalent

Tenure-track Instructor or Senior Instructor, Geology and Geophysics – 2 positions (#4412)

PhD in Geology or Geophysics

Tamaratt Teaching Professorship in Geoscience (#4495)

PhD in Geology or Geophysics, with an excellent record in geoscience teaching

DEPARTMENT OF MATHEMATICS AND STATISTICS

Assistant Professor, Mathematics (#4463)

Seeking at least one professor with a PhD in the following fields: Algebraic Geometry, Arithmetic Geometry, Discrete or Computational Geometry, or Inverse Theory and Operators

DEPARTMENT OF PHYSICS AND ASTRONOMY

Assistant or Associate Professor, Physics (#4448)

Seeking candidates working in theoretical or experimental physics with expertise in Systems Biology

Physics Instructor (#4555)

Appointment will be half time in the Department of Physics and Astronomy and half time with the Natural Sciences program

FACULTY OF SOCIAL WORK

Senior Level Faculty Positions (#4504)

Seeking candidates to develop, teach, and coordinate programs in Edmonton and in northern and Aboriginal communities

FACULTY OF SOCIAL SCIENCES

DEPARTMENT OF ANTHROPOLOGY

Term-Certain Sessional Instructor, Social and Cultural Anthropology (#

This appointment is for nine months, September 2007 through April 2008. The successful applicant will possess a PhD and have research experience in an East Asian or Southeast Asian society

DEPARTMENT OF HISTORY

Associate Professor, History (#4313)

Focus on the history of the Canadian West

SCHULICH SCHOOL OF ENGINEERING

DEPARTMENT OF GEOMATICS ENGINEERING

Assistant and Associate Professor, Geospatial Information Science and Systems – 2 positions (#4612)

Selected candidates are expected to provide leadership and vision to the geospatial information science and systems core of the undergraduate program and further development of related research and graduate programs



HASKAYNE SCHOOL OF BUSINESS

Assistant/Associate Professor, Accounting (#4483)

PhD in accounting; expected to take an active role in research and teach courses in financial accounting, managerial accounting, or auditing

Assistant or Associate Professor, Human Resource Management (#4557)

The successful candidate will have primary research expertise in one of the following areas: personnel and human resource management, industrial relations, organizational behavior/theory, or macro/strategic HRM

David E. Mitchell/ENCANA

Professorship in Management (#4572)

Seeking a distinguished scholar with an international reputation for research in any of the following or related areas within management of enterprise: integrative strategy, corporate strategy and sustainability, strategic leadership and corporate governance, competitive analysis, and industrial organization

Richard F. Haskayne, OC, FCA, Chair in Accounting (#4484)

Seeking a distinguished scholar from academia or industry with an international reputation for research in accounting

Applications will begin to be reviewed in January/February 2007.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates, and encourages diversity.

For more details on these and other positions available at the University of Calgary, please visit www.ucalgary.ca/hr/career (Use four digit job code in key word search)

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 ACPBL

CAREERS CARRIÈRES

ALBERTA COLLEGE OF ART + DESIGN

FACULTY POSITIONS

The Alberta College of Art + Design is one of only four publicly funded Canadian post-secondary institutions devoted exclusively to the advanced education of visual artists and designers. The college has recently entered into a vital new phase in its development and embraced a new mandate and vision that endorses a model of the institution as a laboratory for experimentation and as a catalyst for research, discourse and international impact in the arts and emergent cultural fields.

The college welcomes applications for the following permanent faculty positions commencing in the fall semester 2007. Talented, innovative and forward thinking candidates are invited to help lead the college in charting new directions and articulating its value to the arts and non-arts worlds.

Advertising (Half time)

The Visual Communications Design program is seeking an advertising instructor with a strong knowledge of theory and practice in relation to branding and design as well as a deep and continuing commitment to the advertising industry.

Craft Theory + History

The Department of Liberal Studies is seeking an individual with a specialization in craft theory and history while also knowledgeable in visual arts theory and history.

Graphic Design

The Visual Communications Design program is seeking a graphic design instructor with a solid understanding of design theory and its relationship to practice; the link between strategy, creative direction and content development; and the criticality of translating project goals into design execution.

Interaction Design

Media Arts & Digital Technologies is seeking an interdisciplinary instructor with a focus on interaction and interaction design and a commitment to novel syntheses of new media, fine art and design.

Painting

The Fine Arts Department is seeking a full time painting instructor with a wide knowledge of all aspects of the discipline, a significant national/international exhibition record, and a record of excellence in teaching painting at the post-secondary level.

Please submit applications by February 23, 2007. Specific information about these positions and the college and Calgary, Alberta, Canada is available on the ACAD website at www.acad.ca.

The Alberta College of Art + Design is an equal opportunity employer and welcomes expressions of interest from all qualified applicants for consideration for this or other suitable vacancies. While we thank all applicants in advance for their interest please note that only applicants selected for an interview will be contacted. In situations with several qualified candidates, preference will be normally given to Canadian citizens and permanent residents.

German, Chinese, Japanese, Arabic, Ancient Greek, or Latin would also be an asset. Applicants should hold a PhD or be near completion of the degree, possess native or near-native fluency in French and English, and be familiar with French education in the Canadian university context. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to lifelong learning. Its distinctly international character is reflected in its proportion of international students and study abroad opportunities, including one in Angers, France. We are particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Letters of application accompanied by up-to-date curriculum vitae, the names of three referees, a writing sample and a teaching dossier including recent teaching evaluations should be sent to: Dr. George Nahrebecky, Chair, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C5. Email: george.nahrebecky@smu.ca. The closing date for applications is February 2, 2007. Emailed applications will not be considered. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

FRENCH (FRANCOPHONE STUDIES) — Saint Mary's University. The Department of Modern Languages and Classics, Saint Mary's University, invites applications for a tenure-track appointment in French at the rank of Assistant Professor starting July 1, 2007, subject to final budgetary approval. The Department is seeking an individual with a Ph.D. and many research profiles in international francophone studies and a demonstrated record of effectiveness in teaching French as a second language at the undergraduate university level. A research concentration in francophone cultures outside of France and Quebec would be an asset. The successful candidate is expected to support and help develop the core program, and work well in an interdisciplinary environment. Experience in program development and administration, as well as

knowledge of one of the other languages taught in the Department (Spanish, German, Chinese, Japanese, Arabic, Ancient Greek, or Latin) would also be an asset. Applicants should hold a PhD or be near completion of the degree, possess native or near-native fluency in French and English, and be familiar with French education in the Canadian university context. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to lifelong learning. Its distinctly international character is reflected in its proportion of international students and study abroad opportunities, including one in Angers, France. We are particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Letters of application accompanied by up-to-date curriculum vitae, the names of three referees, a writing sample and a teaching dossier including recent teaching evaluations should be sent to: Dr. George Nahrebecky, Chair, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C5. Email: george.nahrebecky@smu.ca. The closing date for applications is February 2, 2007. Emailed applications will not be considered. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

G

GEOGRAPHY — Sir Wilfrid Grenfell College. We are seeking an individual with a Ph.D. and many research profiles in international francophone studies and a demonstrated record of effectiveness in teaching French as a second language at the undergraduate university level. A research concentration in francophone cultures outside of France and Quebec would be an asset. The successful candidate is expected to support and help develop the core program, and work well in an interdisciplinary environment. Experience in program development and administration, as well as

knowledge of one of the other languages taught in the Department (Spanish, German, Chinese, Japanese, Arabic, Ancient Greek, or Latin) would also be an asset. Applicants should hold a PhD or be near completion of the degree, possess native or near-native fluency in French and English, and be familiar with French education in the Canadian university context. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to lifelong learning. Its distinctly international character is reflected in its proportion of international students and study abroad opportunities, including one in Angers, France. We are particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Letters of application accompanied by up-to-date curriculum vitae, the names of three referees, a writing sample and a teaching dossier including recent teaching evaluations should be sent to: Dr. George Nahrebecky, Chair, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C5. Email: george.nahrebecky@smu.ca. The closing date for applications is February 2, 2007. Emailed applications will not be considered. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

GESTION — Université McGill. La faculté de gestion est à la recherche de candidats pour des postes de professeur agrégé/adjoint, donnant accès à la permanence, pour des termes finaux de professeurs adjoints (catégorie spéciale) et de professeurs invités dans les domaines de la comptabilité, finance, gestion générale, gestion de l'information, sciences de la gestion/gestion des opérations, marketing, comportement organisationnel et politique générale des entreprises. Les candidats possèdent une solide expérience de la recherche ou en tant que professeur, ainsi qu'une bonne expérience de l'enseignement. Les candidats au poste de professeur ont également une maîtrise ou un doctorat ou en instance de le terminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de recherche des candidats. La faculté de gestion compte 70 professeurs à plein temps et offre des programmes de baccalauréat en commerce, du MBA et du Ph.D. Faites parvenir votre candidature, ainsi que trois (3) lettres de références et diplômes obtenus au Voco-dun — affaires académiques, Faculté de gestion Desautels, 1001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 31 janvier 2007. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent aux citoyens canadiens et aux résidents permanents. L'Université McGill admet à l'équité en matière d'emploi.

H

HISTORICAL STUDIES — Sir Wilfrid Grenfell College. Please see our display ad in this issue. **HISTORY — University of Windsor.** The University of Windsor invites applications for two tenure-track faculty positions in the Department of History in the areas of Middle East history and African/African-American History commencing July 1, 2007. For detailed position descriptions visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Peter Way, Head, Department of History, University of Windsor, 901 Sunset Avenue, Windsor, Ontario, N9B 3P4. Phone: 519-253-3000 ext. 2318 or 519-253-3610; Email: peterway@uwindor.ca. For information on the University of Windsor or 31 January 2007. Contact: Dr. Janice Orlich, Director, Faculty Recruitment at 519-665-6608 (Toll free) within North America; call collect outside of North America at 519-561-1432 or Email: recru@uwindor.ca.

St. Thomas More College · University of Saskatchewan
TENURE-TRACK POSITIONS

St. Thomas More College (STM) is the Catholic liberal arts college federated with the University of Saskatchewan. According to our mission statement, "Through our teaching we are devoted to a partnership of learning and growth with our students which addresses the synthesis of faith and reason in all aspects of the human condition. The creative discovery of truth and its open dissemination nourishes our life as teachers and members of the wider academic and Catholic intellectual community." STM departments work in collaboration with the corresponding University of Saskatchewan departments in offering undergraduate and graduate programs.

STM is committed to high-quality teaching and research. Applicants for each position will be expected to supply a Teaching Dossier as an indication of proven excellence. Candidates will also be expected to develop an active, externally funded program of research, and to participate in collaborative research in an interdisciplinary environment. Salary will be commensurate with qualifications and experience.

St. Thomas More College is engaged in a major faculty renewal program. We are currently accepting applications for the following tenure-track positions.

English

The Department of English at St. Thomas More College invites applications for a tenure-track position in medieval and renaissance literature at the level of Assistant Professor, commencing July 1, 2007. The successful candidate will have a Ph.D. completed (or near to completion) in English or Medieval Studies and will have teaching and research competencies in the medieval and renaissance literatures of his/her period. She will be expected to develop and maintain an active program of research and will contribute to the education of undergraduate and graduate students. Knowledge of the relevant languages is expected. The successful candidate will be expected to teach and develop core courses for the department, will work closely with members of the corresponding University of Saskatchewan Department of English. She will have the opportunity to participate in the development of Catholic Studies at STM as well as the Classical, Medieval, and Renaissance Studies Program at the U of S. Applicants must send a letter describing teaching and research strengths, a c.v., writing sample, teaching evaluations, and three confidential letters of reference. Interested candidates should submit application materials to Dr. Michael Cichan, Department Head, Department of English, St. Thomas More College, 1437 College Drive, Saskatoon, SK, S7N 0W6, or by email to michan@stmcollege.ca. The closing date for receipt of applications is January 15, 2007.

In accordance with Canadian Immigration requirements, these advertisements are directed in the first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to diversity within its faculty. Women, Aboriginal people, people with disabilities, visible minorities and members of other designated groups are encouraged to self-identify on their application. Additional information on STM College and the University of Saskatchewan is available on the STM website (www.stmcollege.ca). STM may be reached at (306) 966-8900; fax: (306) 966-8904.

St. Thomas More College
1437 College Drive · Saskatoon · SK · S7N 0W6

Careers Online at

Political Studies

The Department of Political Studies at St. Thomas More College is seeking a candidate for a tenure-track position at the level of Assistant Professor in the areas of Canadian Government and political theory with a special emphasis on issues of ethnic identity and Canadian multicultural policy. The successful candidate will have a Ph.D. completed or in hand, will have a demonstrated competence in the defined areas, and will preferably have some teaching experience and demonstrated achievements in research and publication. The candidate will also be expected to teach introductory courses in political studies as well as participate in the graduate program offered by the University Department of Political Studies. Applications should include transcripts, updated curriculum vitae, a statement on proposed teaching and research projects, teaching assessments or evaluations if available, a copy of any one paper presentation or publication or other sample of written research, and three letters of reference. Applications should be sent to Dr. Allan MacLeod, Head, Department of Political Studies, St. Thomas More College, 1437 College Dr., Saskatoon, SK, S7N 0W6. Email: allan.macleod@usask.ca. The closing date for receipt of applications is January 21, 2007.

Religious Studies

The Department of Religious Studies and Anthropology at St. Thomas More College invites applications for a tenure-track position in Judaism and Religions of the Contemporary Middle East at the level of Assistant Professor, commencing July 1, 2007. Salary will be commensurate with qualifications and experience. The STM Department of Religious Studies and Anthropology works in collaboration with the University of Saskatchewan's Religious Studies and Anthropology Departments in undergraduate and graduate programs. The successful candidate will have completed a PhD in the area of Jewish Studies with special emphasis on contemporary Judaism in social, religious and political contexts, particularly in the Middle East. In addition, the ideal candidate should have a broad background in the history and teachings of Judaism, and any vernacular languages relevant to the candidate's specialized research. An ability and willingness to teach Introduction to World Religions would be a strong asset. The successful candidate will be expected to supply a Teaching Dossier (e.g., teaching philosophy, peer and student evaluations of teaching, courses taught, sample syllabi) as an indication of proven excellence in teaching. Applicants must send a letter describing qualifications, a curriculum vitae, letters of reference from three referees, and transcripts, as well as a sample of academic writing to: Dr. M.A. Beavis, Head, Department of Religious Studies and Anthropology, St. Thomas More College, 1437 College Drive, Saskatoon, SK, S7N 0W6. Email: mbeavis@stmcollege.ca. The closing date for receipt of applications is January 15, 2007.



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Two Tenure-Track Positions
Faculty of Law

The Faculty of Law, Dalhousie University, invites applications for two probationary tenure-track or tenure-track appointments at the rank of Assistant, Associate or Full Professor, to commence July 1, 2007. These appointments are subject to budgetary approval. Applications may also be considered for term appointments which may become available.

The Faculty is particularly interested in scholars having a demonstrated interest in one or more of the areas of intellectual property law, civil procedure, property and evidence, but demonstrated ability to teach and research in other areas will also be considered. A suitable candidate will hold an LL.B. degree and a relevant graduate degree.

The closing date for applications is January 12, 2007.

Applications, including a resume, a statement of teaching and research interest areas and philosophy, university transcripts and the names of three referees, at least two of whom must be academic referees, should be forwarded to:

Dean Phillip Saunders
Dalhousie Law School
6061 University Avenue
Halifax, Nova Scotia B3H 4H9
Tel. (902) 494-2114
Fax: (902) 494-1316

OR

Applications may be made by e-mail, addressed to:
Heather.MacLeod@Dal.ca

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employer/Employee Affirmative Action Employer. The University encourages applications from qualified Aboriginal persons, persons with a disability, racially visible persons and women.

CAREERS CARRIÈRES



UNIVERSITY OF
ALBERTA
EDMONTON, ALBERTA, CANADA



Department Chairs, Faculty of Engineering

The Faculty of Engineering at the University of Alberta is undertaking a significant expansion of its role as a leader in the provision of engineering education and the conduct of leading, internationally-recognized research. Toward this end, all departments in the Faculty of Engineering are undergoing major expansions, with a planned increase of 100 new faculty positions across all ranks currently underway. To lead these expansions at the departmental levels, outstanding candidates are invited to apply for the three Department Chair positions described below.

This major expansion is focused in particular on the Faculty's four strategic areas of: Energy and Natural Resources Engineering, Nanotechnology and Interfacial Engineering, Biomedical and Bioengineering, and Information and Communications Technologies. Information on the 100 new faculty positions can be found at http://www.engineering.ualberta.ca/tenure_track.cfm/.

Engineering faculty members at the University of Alberta work in an integrated, collaborative environment, where a strong focus on fundamentals is combined with extensive industrial interaction and ample opportunity for novel collaborations. Faculty members in all departments have the opportunity to collaborate with the National Research Council National Institute for Nanotechnology.

Chair, Department of Chemical and Materials Engineering

Applications and nominations are invited for the position of Chair of the Department of Chemical & Materials Engineering. The department offers undergraduate programs in Chemical Engineering, Chemical Engineering (Biomedical), Chemical Engineering (Computer Process Control), Materials Engineering and Materials Engineering (Biomedical). Graduate programs are provided in most areas of chemical engineering, process systems and control, and materials engineering. The department currently has 38 full-time faculty, 510 undergraduate students and 170 graduate students. The department is housed in the Chemical and Materials Engineering building, and is home to the Alberta Centre for Surface Engineering and Science and the Imperial Oil Centre for Oil Sands Innovation. Further information about the Department can be found at <http://www.engineering.ualberta.ca/cme/>.

Chair, Department of Civil and Environmental Engineering

Applications and nominations are invited for the position of Chair of the Department of Civil & Environmental Engineering that includes the School of Mining & Petroleum Engineering. The department offers undergraduate programs in Civil Engineering, Civil Engineering (Biomedical), Civil Engineering (Environmental), Mining Engineering, and Petroleum

Engineering. Graduate programs are provided in most areas of construction engineering & management, environmental, geotechnical & geoenvironmental, mining, petroleum, structural, and water resources engineering. The department currently has 40 full-time faculty members, 770 undergraduate students and 350 graduate students. The research and teaching needs of the Department are supported by the new Markin/CNRL Natural Resources Engineering Facility. Further information about the Department can be found at <http://www.engineering.ualberta.ca/civil/>.

Chair, Department of Mechanical Engineering

Applications and nominations are invited for the position of Chair of the Department of Mechanical Engineering. The Department of Mechanical Engineering offers undergraduate programs in Mechanical Engineering and Mechanical Engineering (Biomedical). Graduate programs are provided in most areas of mechanical engineering and engineering management. The department currently has 32 full-time faculty members, 630 undergraduate students and 190 graduate students. In addition to facilities in the Mechanical Engineering building, the department also supports the Alberta Home Heating Research Facility and the Mechanical Engineering Acoustics and Noise Unit. Further information about the Department can be found at <http://www.engineering.ualberta.ca/mecel/>.

Department Chairs are responsible to the Dean of Engineering for the supervision, administration and development of the academic programs, budget and all activities of their departments. We are seeking dynamic candidates who possess the teaching, research and administrative experience to provide effective leadership in a Faculty committed to excellence in education and scholarship. These tenured appointments, which will be at the rank of Professor, will take effect on July 1, 2007, or as soon as possible thereafter. Successful candidates must obtain, and maintain, licensure as Professional Engineers in the Province of Alberta.

Written nominations or applications for these positions, accompanied in the latter case by a résumé of qualifications and experience, and the names of three referees, should be submitted by January 20, 2007 to:

Dr. David T. Lynch, P.Eng.
Dean, Faculty of Engineering
University of Alberta
E6-050 Engineering Teaching and Learning Complex
Edmonton, AB T6G 2V4

E-mail submissions should be directed to Lynne Roberge at lynne.roberge@ualberta.ca

The Faculty of Engineering has over 3500 undergraduate and 1100 graduate students, placing it in the top 5% by size of over 400 engineering schools in North America. In recent years, the Faculty has undergone significant expansion of its physical infrastructure with the addition of over one million sq. ft. of outstanding new teaching, research and personnel space. The University of Alberta is one of Canada's foremost research intensive universities, with over \$400 million annually in external research funding and undergraduate and graduate enrollment exceeding 36,500.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CAREERS CARRIÈRES

INTERNATIONAL AFFAIRS – Carleton University. The Norman Paterson School of International Affairs (NPSIA) invites applications for a senior appointment at the rank of Associate Professor. The successful candidate will occupy the Senator Norman Paterson Chair of International Affairs, which also carries a research stipend. The position is open with respect to fields of specialization. NPSIA is particularly interested in candidates whose work has policy relevance. We are also interested in candidates whose teaching and

research interests have an interdisciplinary orientation. The successful candidate will teach in NPSIA's interdisciplinary MA and PhD programs. NPSIA is Canada's oldest interdisciplinary program in international affairs and has a national as well as an international reputation. Candidates must have a completed PhD at the time of appointment. Complete dossiers must include the following: a curriculum vitae, writing sample, evidence of teaching experience, a statement about the individual's teaching philosophy, and a teaching portfolio or evidence of teaching performance, and three letters of reference. The deadline for applications is January 31, 2007, or until the position is filled. Please send

your application and references to the Director, The Norman Paterson School of International Affairs, Carleton University, 1125 Colonel By Drive, Ottawa, Canada, K1S 5B6. The appointment will take effect on July 1, 2007. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the diversification of our faculty and scholarship including but not limited to women, visible minorities, Aboriginal peoples, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

JAPANESE – University of Lethbridge. The Department of Modern Languages at the University of Lethbridge invites applications for a probationary tenure track position in Japanese at the rank of Assistant Professor, to begin in July 2007, subject to departmental approval. Depending on experience and qualifications, an appointment may be made at a more senior rank. A PhD in Japanese, or a final completion is required. The successful candidate will have native or near-native fluency in Japanese and English, and experience teaching Japanese as a second language at the post-secondary level. Teaching in computer-assisted language learning would also be an asset. The successful candidate will teach undergraduate Japanese language, literature, and culture and civilization courses at all levels from beginner to advanced. The University applies to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research interests. Few faculty members are eligible to apply for university funding. The position is open to all qualified applicants, including those who are citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men including persons with disabilities, members of visible minorities and Aboriginal peoples. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate that is comparatively mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrollment of over 8,000 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placement and involvement of students in faculty research provides the very best education available. For more information about the position, visit our web site at www.leth.ca. Applications should include a curriculum vitae, transcripts, research statement and list of publications, a statement of teaching philosophy and teaching evaluations, and names and contact information of at least three references who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Professor Timothy Pope, Chair, Department of Modern Languages, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, Canada, T1K 3M4. Phone: (403) 329-5151, Fax: (403) 329-5187. Email: pope@leth.ca. The closing date for applications is February 15, 2007.

Candidates should have a PhD in linguistics at the time of appointment, with specialization in syntax, and must be able to teach at the undergraduate level. It is desirable that candidates be able to teach a range of courses in this undergraduate program, including non-core courses such as sociolinguistics or psycholinguistics. Candidates with a record of excellence in both research and teaching will be given preference. Send a letter of application, curriculum vitae, own writing sample, and teaching materials to the search committee at the address below. Arrange for three letters of reference and graduate transcripts to be sent directly to the address. The deadline for applications is February 1, 2007. Professor William R. Bowen, Chair, Department of Humanities, University of Toronto Scarborough, 1265 Military Trail, Toronto, ON, M1C 1A4, Canada. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of visible minorities, and persons who may contribute to the further diversification of the faculty. All qualified candidates are encouraged to apply. Lower Canada students and permanent residents of Canada will be given priority.

LITERATURE & CULTURE FRANÇAIS/ARABE – Université de Windsor. Le programme d'études françaises et le Département de langues, littéraires et cultures de l'Université de Windsor sollicitent des candidats pour un poste de professeur ou de professeur adjoint en langue arabe à la permanence dans les domaines de la littérature française, des langues et cultures de la culture arabe. La date d'entrée en fonction prévue est le 1er juillet 2007. Le poste sera comblé sous le régime de l'enseignement universitaire. Pour une description complète de cette offre d'emploi, veuillez visiter notre site web: www.uwo.ca/facultypositions. Pour tout renseignement supplémentaire, veuillez contacter le Dr. Orlan LeMay, Directeur, Langues, Littéraires et Cultures, Université de Windsor, Windsor, Ontario, N9B 3P4. Téléphone: 519.253.3000, Poste 2062. Télécopieur: 519.971.3648, Courriel: lemay@uwo.ca. Si vous êtes un étudiant ou un enseignant sur l'Université de Windsor ou la ville de Windsor, veuillez contacter le Dr. Janice Orskov, Directeur, Bureau du personnel et des services, Université de Windsor, Windsor, Ontario, N9B 3P4. Téléphone: 519.253.3000, Poste 1432, ou envoyez un message électronique à recrut@uwo.ca.

MANAGEMENT – McGill University. Applications are invited for anticipated tenure-stream appointments, limited term appointments as Assistant Professor in the areas of Accounting, Financial Management, Operations Management, Marketing, Organizational Behaviour, and Strategy and Organization. Salary and benefits are commensurate with the candidate's qualifications and research record. The Faculty of Management has over 70 full-time faculty and offers a variety of career opportunities. Please visit our Curriculum Vitae along with three (3) copies of letters of reference and copies of diplomas to the Associate Dean, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 2007. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

MANAGEMENT – University of Windsor. The University of Windsor invites applications for two tenure-track faculty positions in the Odette School of Business at the rank of Assistant or Associate Professor in the area of human resource management, organizational behaviour, industrial relations, and international business commencing July 1, 2007. The incumbent must have a demonstrated capability in two of the following areas: For a detailed position description visit our website at www.uwo.ca/facultypositions. Contact: Dr. Allan Conway, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: (519) 253-3000, Ext. 3099; Fax: (519) 253-3000; Email: aconway@uwo.ca. For information on the University of Windsor or the City of Windsor, contact: Dr. Janice Orskov, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or Email: recruit@uwo.ca.

MANAGEMENT INFORMATION SYSTEMS – University of Windsor. The University of Windsor invites applications for a tenure-track position at the rank of Assistant or Associate Professor, in the Odette School of Business in the area of Management Information Systems commencing July 1, 2007. Preference will be given to candidates with a strong commitment to teaching, research, management and ERP courses. For a detailed position description visit our website at www.uwo.ca/facultypositions. Contact: Dr. Allan Conway, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: (519) 253-3000, Ext. 3099; Fax: (519) 253-3000; Email: aconway@uwo.ca. For information on the University of Windsor or the City of Windsor, contact: Dr. Janice Orskov, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or Email: recruit@uwo.ca.

LANGUAGES – SANSKRIT INSTRUCTOR AVAILABLE – Introductory, intermediate, advanced Sanskrit instruction, oral and/or written format. Contact: Stephen Gaudson, Email: info@windsor.ca. Telephone: 905-733-0707.

LAW LIBRARY – University of Windsor. The University of Windsor invites applications for the position of Reference Librarian in the Law Library, commencing July 1, 2007. For a detailed position description visit our website at www.uwo.ca/facultypositions. Contact: Paul T. Murphy, Law Librarian and Professor of Law, University of Windsor, Faculty of Law Library, Windsor, Ontario, N9B 3P4. Phone: (519) 253-3000 ext. 2972; Fax: (519) 973-7084; Email: murphy64@uwo.ca. For information on the University of Windsor or the City of Windsor, contact: Dr. Janice Orskov, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or Email: recruit@uwo.ca.

LINGUISTICS – University of Toronto Scarborough. Applications are invited for a two-year Contractual Limited Term Appointment at the rank of Assistant Professor in the Department of Humanities, University of Toronto Scarborough (UTSC), beginning July 1, 2007 and ending June 30, 2009.

LINGUISTICS – University of Toronto Scarborough. Applications are invited for a two-year Contractual Limited Term Appointment at the rank of Assistant Professor in the Department of Humanities, University of Toronto Scarborough (UTSC), beginning July 1, 2007 and ending June 30, 2009.

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SIMON FRASER
UNIVERSITY

Stephen Jarislowsky Chair in Religion & Cultural Change School for International Studies

The School for International Studies invites applications for this endowed chair at the senior Associate Professor or Professor level, starting September 1, 2007. The School for International Studies offers an inter-disciplinary program concerned with major themes and issues of central importance in global affairs, drawing from Economics, Political Science, History, Geography and Anthropology. Intellectual priorities in the School, reflected in teaching and research, are in the interlocking areas of Economic Development and Global Justice; Failing States and the Response to Complex Emergencies; and Emerging Crises and Threats in Global Politics.

The successful candidate for this position will have an international reputation in the study of religion and cultural change. The Chair is expected to carry out an innovative and broad based research, teaching and outreach program dedicated to assessing the role of religious institutions and ideas in shaping cultural systems and in the formation of a civil society encompassing human rights, economic development and social welfare. This program of study will acknowledge the role and influence of contextual forces such as globalization, political institutions, and the quality and accessibility of education.

Applications will be treated in confidence and should include a letter of application with a statement of interest and research and teaching ability, curriculum vitae, and list of publications. Applicants should also provide the names, addresses and phone/fax/e-mail of three referees. All materials should be sent to:

Dr. John Harris, Director
School for International Studies, Simon Fraser University
Room 4203, Harbour Centre, 515 West Hastings St., Vancouver, BC, Canada V6B 5K3
Or e-mailed to: jharris@sfu.ca
Ph: (604) 268 7898, Fax: (604) 268-7837

Salary will be dependent upon qualifications and experience. Applications will be reviewed beginning February 1, 2007, until the position is filled.

All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Note.html.



Schulich
MEDICINE & DENTISTRY



Schulich School of Medicine & Dentistry | The University of Western Ontario

Assistant Professor in Fetal/Neonatal Programming

The Department of Obstetrics & Gynaecology, Schulich School of Medicine and Dentistry at The University of Western Ontario has an opening for a limited term or probationary (tenure track) appointment at the rank of Assistant Professor in the area of fetal/neonatal programming relating to cardiovascular development and endocrine/metabolic system development. If qualifications and experience warrant a higher rank, the appointment will be made at the rank of Associate Professor or Professor with tenure. The Department has a long tradition of research excellence in Reproductive Biology and Fetal Physiology, and continues to be a base for CHIR Group Study in Fetal and Neonatal Health and Development.

Candidates should possess a PhD or equivalent in the biological sciences and relevant postdoctoral research experience. A strong research background in fetal/neonatal programming in relation to cardiovascular development (cardiomyocyte and/or vascular endothelial growth/functioning) or endocrine/metabolic system development (HPA axis, growth factors and fetal/neonatal growth processes) is desirable. This individual will interact closely with the Perinatal Research Group, with other Children's Health Research Institute (CHRI) investigators, as well as the CHIR Group in Vascular Biology located within the Victoria Research Laboratories. The successful candidate will have access to new animal care facilities within the London Innovation for chronic sheep studies as non-invasive guinea pig based studies including longer term offspring follow-up, with customized and dedicated monitoring equipment. The successful candidate will be expected to establish an independent, externally funded research program, and participate in the teaching programs of the Department of Obstetrics and Gynaecology and Physiology/Pharmacology or Biochemistry which will become the candidate's cross appointed basic science department as deemed appropriate. This position offers a competitive start-up package, laboratory space, compensation and benefits. Additional information about the Department can be found at our website: <http://www.uwo.ca/obsgyn/browsepage.html>.

With a full-time enrolment of 32,000, the University of Western Ontario graduates students with a full range of academic and professional programs. The University campus is in London, a city of 340,000 located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, galleries, theatre, music and sporting events. (See <http://www.goodmovelondon.com> to learn more). Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

Interested candidates should send their curriculum vitae which should include research accomplishments and relevant publications, a one-page statement with research interests, and the names and address of three references to: Ms Maria Sinacori, Perinatal Research Administrator, Department of Obstetrics & Gynaecology, Schulich School of Medicine & Dentistry, St Joseph's Health Care, 268 Grosvenor Street, Room 4E-153, London, Ontario, Canada N6A 4V2, Telephone: 519-646-6100 ext. 64710, Fax: 519-646-6213, Email: msinacori@uwo.ca.

Applications will be accepted until the position is filled.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcome applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

CARRIÈRES

preparation for students at many different levels and across a range of disciplines, including the Social Sciences, Life and Physical Sciences, Humanities, and Management, as well as in Computer and Mathematical Sciences. He/she will have advanced mathematical curriculum development in a variety of disciplines, have a talent for tutoring one-on-one, enjoy advocating for the needs of students, and will have a clear grasp of best practices in university-level math learning and teaching. The successful candidate will be expected to teach the equivalent of two half courses of the undergraduate curriculum each year in the Department of Computer and Mathematical Sciences. The Math Aid Centre is a built on the strengths of the Department of Computer and Mathematical Sciences, including math tutoring services, expanding and adapting them to its new broad mandate to promote and support basic mathematics and statistics on the Campus. The Coordinator will be responsible for developing, coordinating and enhancing all Math and Statistics Aid Centre activities, including one-on-one tutoring (at two locations on campus), first year learning communities, math review modules, and a Summer Learning Institute (a transition program for incoming students). The Coordinator will also be responsible to supervise and mentor undergraduate and graduate math TAs, to work with the Science Education Department to develop science outreach projects, and to participate in other TLS and CMS activities. He or she will work closely with the Director of TLS and the Chair of CMS to develop and implement goals and initiatives for the Centre, and to enhance the overall quality of math education at UTC. CMS is an academic department with offerings that include Math, Computer Science, Statistics, an Early Teacher program, and Co-op. Teaching and Learning services is an academic support department with services that include a science engagement program, a writing centre, faculty teaching enhancement assistance, support for PhD students and teaching assistants, a foundation skills program for biology students, research, instruction, and English language development. Qualifications: PhD in a discipline relevant to the position. At least a Masters level degree in Mathematics or related field. Graduate teaching experience, and excellent communication and administrative skills are essential. Familiarity with university governance and undergraduate TAs would be an advantage. Closing date for applications is January 30, 2007. The start date for this position is July 1, 2007, or when the position is filled. Applicants should send a CV and examples of math teaching materials they've developed to: Janice Critchton Patterson, Interim Director, Teaching and Learning Services, University of Toronto at Scarborough, A32128, 1265 Midway Trail, Toronto, Ontario, M1S 1A5, Canada. They should also arrange to have at least four letters of reference sent directly to the University of Toronto at Scarborough. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and other who may contribute to the further development of diversity. The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. All qualified individuals are encouraged to apply; however, Canadian and permanent residents will be given first priority.

■ **MATHEMATICS & STATISTICS** — McGill University: The McGill University Department of Mathematics and Statistics invites applications for a tenure-track position in probability. The Department welcomes applications at the Assistant Professor level, as well as more senior levels. Candidates must have a doctoral degree at the date of appointment. Candidates are expected to have demonstrated excellence in research. They should also have the potential to contribute to the educational programs of the Department at the graduate and undergraduate levels. Applications with a curriculum vitae, a list of publications, a research outline, an account of teaching experience, a statement on research and the names, phone and fax numbers and e-mail addresses of at least four references (with one addressing the teaching record) should be sent to: Professor David A. Stephens, Chair, Probability Selection Committee, Department of Mathematics and Statistics, McGill University, 805 Sherbrooke St. West, Montreal, QC, H3A 2K4, Canada. Candidates must arrange to have four letters of recommendation sent directly to the above address. Candidates are also encouraged to include copies of up to 3 selected reprints or preprints with their applications. To ensure full consideration, applications must be received by January 31, 2007. Only those applicants selected for an interview will be contacted. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **MATHEMATICS/PHYSICS** — Sir Wilfrid Grenfell College: Please see our display in this issue.

■ **MECHANICAL & MECHANOTRONS ENGINEERING** — University of Waterloo: The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals with expertise in electro-mechanical design, which is central to dynamics, vibrations or other closely related areas, for a tenure-track position at the assistant, associate, or full professor rank. The successful applicant would join our Solid Body Mechanics and Mechanical Design group but also have close liaison with our Mechatronics research programs. This search is part of an ongoing effort in launching the Mechatronics Engineering program, representing an increase in annual intake of 100 students. Duties will include teaching of undergraduate and graduate courses in the Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program including external funding. The research is flexible, but must be strongly linked to solid mechanics. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and at www.mech.uwaterloo.ca. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. Peter Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, N2L 2A1, Canada. Fax: (519) 884-3351. Email: mech@mech.uwaterloo.ca. Applications will be accepted until suitable positions are filled. All candidates will be requested to apply for professional registration with the Professional Engineering of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo is an equal opportunity employer and is committed to the advancement of visible minorities, native peoples and persons with disabilities.

meeting: University of Waterloo, Waterloo, Ontario, Canada, N2L 2A1. Fax: (519) 884-3351. Email: mech@mech.uwaterloo.ca. Applications will be accepted until suitable positions are filled. All candidates will be requested to apply for professional registration with the Professional Engineering of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo is an equal opportunity employer and is committed to the advancement of visible minorities, native peoples and persons with disabilities.

■ **MECHANICAL ENGINEERING** — McMaster University: The Faculty of Engineering at McMaster University has recently launched a new energy initiative. The initiative is the result of the McMaster Institute of Energy Studies (MIES). The McMaster Institute of Energy Studies (MIES) is an interdisciplinary institute for the study of energy extraction, transformation, generation, transportation and end-use. Its research mission is to promote, stimulate, coordinate and enhance energy-related R&D and education by means of collaborative partnerships between McMaster, other universities, industry and government. In support of this initiative, the Department of Mechanical Engineering is seeking a tenure-track associate professor / full professor level in the area of sustainable energy. The successful candidate will be an individual with a research focus on innovative system integration of different energy technologies to meet future energy demands. This may include wind and solar energy, fuel cells and hydrogen fuel, bio-fuels and other alternate fuels. Outstanding researchers in other areas of energy research will also be considered. The selected individual will play a leading role in the MIES, and work closely with the MIES research team. The successful candidate will be expected to establish a strong research excellence in Energy. He/she will foster close collaboration with the existing energy research programs within the Faculty of Engineering. The successful candidate will hold a doctorate in Mechanical Engineering or in a closely related field, and be registered, or eligible for registration, as a Professional Engineer in Ontario. Industrial experience will be an asset. Applicants must demonstrate significant experience in research, reflected in extramural grant acquisition and/or publication in high quality peer-reviewed journals. The individual will teach both undergraduate and graduate level courses, develop graduate level courses, and support departmental growth in this area. He/she will also be expected to establish a strong, externally funded research program and supervise graduate student research. Send an application letter, resume, statement on research and teaching interests, and the names and addresses of at least three references to: Professor S. Ziaja, Chair, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7. Applications will be accepted until a position has been filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo is committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **MECHANICAL AUTOMOTIVE & MATERIALS ENGINEERING** — University of Windsor: The Faculty of Engineering at the University of Windsor invites applications for a tenure-track position in the Department of Mechanical, Automotive and Materials Engineering in the area of Automotive Engineering at the rank of Assistant Professor. This position is subject to final budgetary approval. For a detailed position description visit our website at: <http://www.uwindsor.ca/facultypositions>. Contact: Dr. Randy J. Bowles, Acting Head, Department of Mechanical, Automotive & Materials Engineering, University of Windsor, Windsor, Ontario, N9B 3P4, Phone: (519) 253-3000, Ext. 2616, Fax: (519) 925-7007. Email: rbowles@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Critchton, Director, Faculty Recruitment at 1-877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or Email: recruit@uwindsor.ca.

■ **MUSIC** — Dalhousie University: Applications are invited for a limited term, full-time appointment in the Department of Music (Voice) at the Lecturer/Assistant Professor level for the period August 1, 2007 to May 31, 2008. The position is subject to budgetary approval. Candidates will be committed to excellence in teaching and have a strong reputation as a teacher and performer. A DMA or an MMus and equivalent professional experience required. Duties in Dalhousie's music program will include teaching voice, a weekly repertoire/performance class, offering a course in Vocal Literature, as well as performing in music department events, such as the Faculty Chamber Series. Applications, including a complete curriculum vitae, a statement of artistic and teaching interests and philosophy, a recording of recent performances of a variety of repertoire, evidence of teaching effectiveness (a teaching video or formal course evaluations) and three confidential letters of reference forwarded by the referees, should be sent in hard copy to: Prof. Marcia Swanson, Chair, Appointments Committee, Department of Music, Arts Centre, Dalhousie University, Halifax, N.S. B3H 4R2 by February 15th, 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **MUSIC** — The University of Windsor: The University of Windsor's School of Music invites applications for a tenure-track faculty position in the area of Music Therapy commencing July 1, 2007. For a complete position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Sandra Curtis, Director, School of Music, University of Windsor, Windsor, Ontario, N9B 3P4, Ph: (519) 253-3000, ext. 2796; Fax: (519) 971-3514; e-mail: scurtis@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr.

ing departments are expected to become eligible for Professional Engineering registration in Ontario.

■ **NURSING** — Brock University: The Department of Nursing invites applications for two probationary/tenure-track positions at the rank of Assistant or Associate Professor, effective July 1, 2007. One of five departments under the Faculty of Applied Health Sciences, the Department of Nursing currently offers a BScN Degree in collaboration with Loyola College, and a BScN Degree Completion Program. Brock has a strong commitment to students and to the highest standards of teaching and research excellence.

As a destination of choice for Ontario students, Brock has recently experienced one of the highest increases in student applications among Ontario universities. Successful candidates will have a PhD in Nursing or a related discipline and a focused program of research and publications. Candidates with a Masters in Nursing nearing completion of a PhD may be considered. Preference will be given to candidates with clinical expertise in adult, child, or maternal health nursing. The Department of Nursing has a state-of-the-art high-fidelity clinical simulation laboratory that affords the potential for research related to the integration of clinical simulation into nursing curriculum. Applicants must be qualified for Registration with the College of Nurses of Ontario. Please send a letter of application, curriculum vitae and three letters of reference to: Dr. Lynn Remple, Chair, Department of Nursing, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, Canada, L2S 3A1, Tel: 905-688-5650, ext. 4781; Fax 905-688-6568. Closing date for applications is January 15, 2007 or until a suitable candidate is found. This position is subject to final budgetary approval. All qualified are encouraged to apply; however, Canadians and permanent residents will be given priority.

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www.careers.ualberta.ca


Chair, Department of Public Health Sciences

The School of Public Health, University of Alberta invites applications for the position of Chair, Department of Public Health Sciences. Located in Edmonton, Alberta, Canada, the University of Alberta is recognized nationally and internationally for educational and research pre-eminence, offering a very broad range of outstanding programs through a comprehensive set of faculties and schools. The University of Alberta is one of Canada's premier teaching and research-intensive universities serving more than 35,500 students with some 8000 faculty and staff. For more information about the University of Alberta go to www.ualberta.ca.

The Department of Public Health Sciences is home to 22 full-time faculty members who, through collaboration with 83 clinical and adjunct professors drawn from complementary University Departments and external agencies with connections to public health in Alberta, Canada and internationally, strive to create evidence-based linkages between new knowledge and public health policy and practice. The Department, while well-established, is now part of the newest faculty at the University of Alberta - the only stand-alone faculty dedicated to public health in Canada. The professional MPH, and research MSc and PhD degrees are

currently offered. For more information about the Department go to www.phs.ualberta.ca.

The Chair is responsible for the leadership of the Department and will bring vision, strong strategic planning skills, and organizational and management skills to the position. The Chair will be a team builder and have a supportive and open administrative style. The successful candidate will hold a PhD and have a distinguished record in university teaching and research in at least one of the core areas of public health — biostatistics, environmental and occupational health, epidemiology, health policy and management, or health promotion and socio-behavioral health science.

Applications, including a curriculum vitae, the names of three references and a two-page vision statement for this position, may be sent to:

Dr R. Palmer
Interim Dean, School of Public Health
13-103 Clinical Sciences Building
Edmonton, Alberta, Canada T6G 2G3
E-mail: dean.publichealth@med.ualberta.ca

While qualified candidates are strongly encouraged to apply by February 21, 2007 applications will be accepted until the position is filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



Vice-Provost (Graduate Education)

The University of Calgary (www.ucalgary.ca) invites nominations and applications for the position of Vice-Provost (Graduate Education).

The University of Calgary bases its academic planning on four principles: meeting the needs of learners, fulfilling its role as a research university, undertaking multidisciplinary inquiry, and giving back to the community. One of Canada's major research institutions, with 16 faculties, 54 departments, and more than 60 research institutes and centres, the University has an enrolment of about 24,000 full-time and 4,200 part-time students. In graduate education, the University works to provide superior learning and research experiences, and strives to ensure that its programs are seen to be competitive with top-ranked ones elsewhere in Canada, the United States, and around the world. The University currently offers a wide range of graduate programs at the master's and doctoral levels for over 4,000 full-time and 1,400 part-time students.

Reporting directly to the Provost and Vice-President (Academic), the Vice-Provost (Graduate Education) will provide university-wide strategic leadership for graduate studies during a period of expected expansion of student enrolment, while enhancing the academic quality of graduate programs. The Vice-Provost is also responsible for administrative and service functions in Graduate Studies (www.grad.ucalgary.ca), and

will be expected to work with central and Faculty-based colleagues to provide these functions in ways that enhance the University's ability to attract outstanding graduate students, both nationally and internationally, and that promote timely student success.

The successful candidate will be a scholar of considerable stature, with a proven record as an academic administrator, particularly with respect to graduate education. The Vice-Provost is expected to provide innovative leadership and to represent the interests of graduate education across the University and in the broader community.

The University of Calgary respects, appreciates, and encourages diversity. The search committee will begin to review candidates in late January 2007. To ensure consideration, applications, nominations, and inquiries, which will be treated in strict confidence, should be directed as soon as possible, and no later than January 19, to the address below:

Janet Wright & Associates Inc.
174 Bedford Road, Suite 200,
Toronto, Ontario M5R 2K9
Fax: (416) 923-8311
calgarygradstudies@jwsearch.com

Janet Wright & Associates Inc.

Senior-level recruitment for the public and not-for-profit sectors
www.jwsearch.com



CAREERS CARRERES

given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty/qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's Web site www.brocku.ca.

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■ PEDIATRIC CARDIOLOGY – University of Alberta. The Department of Pediatrics at the University of Alberta invites applications for the position of Section Head, Pediatric Cardiology in the Division of Pediatric Cardiology. The Pediatric Cardiology program is a major cardiovascular center in Western Canada and a member of the Western Canadian Children's Heart Network. The successful

candidate would be appointed to a congenital faculty position, with a primary appointment with the appropriate department/faculty of their discipline. The successful incumbent will head the Pediatric Cardiology/Interventional program at the University of Alberta, and promote the development of an integrated cardiovascular laboratory program within the Western Canadian Children's Heart Network. Exemplary clinical skills are required with a focus on leadership ability, particularly in a multi-center model. The program supports the training of general pediatric cardiology residents and looks forward to the further development of a training program in Pediatric Cardiology. Demonstrated ability in the teaching of general cardiology and the further development of a research record and demonstrated leadership in research is anticipated. An

awareness of quality improvement methodology is an asset. The candidate must be clinically qualified, and MD eligible for licensure in the Province of Alberta. The candidate must also have excellent interpersonal skills and have the ability to adapt to changing circumstances. Demonstrated cultural competence is essential. Salary and benefits are commensurate with qualifications and experience. Interested candidates should submit curriculum vitae and the names and contact information of three references by April 15, 2007 to: Dr. John D. Dwyer, Department of Pediatrics, Division of Cardiology, 402 WMC, University of Alberta Hospital, 8440-112 Street, Edmonton, AB, Canada, T6G 2G3. Applicants are thanked in advance for their interest; however only those candidates selected for an interview will be contacted. All qualified candidates are encour-

aged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ PHILOSOPHY – Grant MacEwan College. Grant MacEwan College invites applications for a continuing position in Philosophy commencing July 1, 2007. As part of the continued growth of the Bachelor of Arts program, the Department of Humanities in the Faculty of Arts and Science seeks a candidate with a PhD in a solid indication of completion prior to appointment who demonstrates excellence in teaching. Promise of excellence in research is expected. Areas of specialization in open. Areas of competence are open, but the Department has teaching interests in applied ethics, feminist philosophy, history of philosophy, and eastern philosophy. Philosophy, at MacEwan, is a small but growing discipline and the successful candidate will be expected to contribute to the Philosophy major through teaching, research, and service. Applicants should submit a curriculum vitae, a statement describing their research programs and interests, a teaching dossier including course syllabi and student evaluations, sample copies of scholarly work, and graduate transcripts. Candidates should also arrange for three letters of reference to be submitted under separate cover. Quote Competition No. 06.13.264. Send all application materials, including reference letters to: Human Resources Department, Grant MacEwan College, City Centre Campus, 7105, 10700 134 Avenue Edmonton, AB, T5J 4S2. Fax (780) 497-5430; Phone: (780) 497-5434. E-mail: careers@macewan.ca or visit <http://www.macewan.ca/web/arts/faculty/artsoc>. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The deadline for receipt of applications is February 15, 2007. For further information about this employment opportunity, please refer to our website at www.macewan.ca/employment.

University of Lethbridge

Teacher Education
Tenure-Track Position in the Faculty of Education

The Faculty of Education of the University of Lethbridge seeks to fill a Tenure-Track position for July 1, 2007 in Teacher Education. The ideal candidate will be able to contribute to one or more of the following areas:

- 1) Social Studies – expertise in Social Studies teacher education;
- 2) Assessment and evaluation of student learning;
- 3) Research methods, particularly quantitative methodology.

The appointment carries the following expectations:

- Contribution to the undergraduate program in the areas of curriculum and instruction and/or assessment of student learning, and the supervision of pre-service practicum students;
- Contribution to teaching of graduate courses and the supervision of graduate student research;
- Fluency with current theories and practices in areas of expertise; and
- Engagement in scholarly or creative work.

Qualifications include a doctoral degree in an appropriate specialization completed or near completion; a minimum of two years successful K-12 classroom teaching experience; and eligibility for teacher certification in Alberta (B.Ed. or equivalent). Experience with First Nations students will enhance applications. Interest in integrating communications technology into the teaching and research repertoire will likewise strengthen applications for this position.

Applicants are encouraged to indicate other areas of expertise relevant to teaching/research within the Faculty of Education of the University of Lethbridge.

Applications, accompanied by a curriculum vitae and the names of three references, will be accepted until a suitable candidate has been found. The review process will begin in February 2007. For further information about the Faculty of Education visit our website <http://www.uleth.ca/edu/index.cfm>.

Mail Applications to: Dr. Jane O'Dea, Dean of Education, University of Lethbridge, 4401 University Drive, Lethbridge, AB, T1K 3M4 Telephone: (403) 329-2051; Fax: (403) 329-2252; E-Mail: jane.odea@uleth.ca

This position is open to all qualified applicants although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



McGill

Associate Director for Pediatric Research
Deputy Scientific Director
McGill University Health Centre
Research Institute

The Research Institute of the McGill University Health Centre (MUHC) seeks applicants for the position of Associate Director responsible for Pediatric Research and Deputy Scientific Director. Eligible candidates may be considered for a tenure track position in the Faculty of Medicine at McGill University.

The successful candidate will provide leadership and direction through promoting excellence and technological and clinical relevance of pediatric research activity and training. In cooperation with the Director of the MUHC Research Institute, a merger of five separate hospital-based research institutes affiliated with McGill University, the Associate Director for Pediatric Research will be responsible for the development of policies with respect to the growth and future directions of the pediatric research mission within the MUHC. As Deputy Scientific Director for the MUHC-RI, the Associate Director for Pediatric Research assumes duties and responsibilities delegated by the Scientific Director of the MUHC. The successful candidate will be a physician-scientist or basic scientist with an established record of accomplishment in basic or clinical research and will have the opportunity to cooperate

with other researchers at McGill and elsewhere in Montreal. Based at the Montreal Children's Hospital site, laboratory space, shared core equipment and startup funding will be available for qualified individuals. Faculty rank at McGill University and remuneration will be based on individual qualifications.

Candidates with a medical degree should be eligible for licensure in the province of Quebec. Remuneration of the successful candidate will be based on individual qualifications.

Interested applicants are asked to submit a signed letter of interest, curriculum vitae (including e-mail address) and three letters of reference by January 12th, 2007 to:

Dr. Harvey J. Guyda, Chair
Department of Pediatrics
The Montreal Children's Hospital
Room C 414, 2300 Upper St.
Montreal, Quebec, H3H 1P3
E-mail: harvey.guyda@mcgill.ca
Telephone: 514-412-4467
Fax: 514-412-4251

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates would benefit from a working knowledge of both official languages. McGill University is committed to equity in employment.

www.mcgill.ca

REGIS COLLEGE

Academic Vacancy

Pastoral Theology (Assistant Professor, Tenure Track)

The successful candidate will contribute to the Ignatian mission of Regis College. Specifically, the candidate will participate in integral formation for ministry by assisting students to access the Roman Catholic theological tradition, undertake contextual analysis, develop practical pastoral skills and respond to the challenges of personal formation. The candidate will hold a relevant doctoral degree with training in an area such as spiritual formation, ministerial supervision, religion and personality, religion and psychological development. A Licentiate in Sacred Theology or the willingness to earn one would be an asset. The candidate will have a proven ability to form and supervise spiritual directors.

The candidate initially will teach four courses at a professional graduate level, but will be expected to progress toward teaching and supervision of students in graduate research programs. The candidate may be required to supervise one or more of Regis College's academic programs and will be expected to contribute to the academic activities of the Toronto School of Theology.

The starting salary is commensurate with experience. The position commences on July 1, 2007. Applications due no later than February 15, 2007.

Interested candidates should forward a letter of intent, a curriculum vitae, transcripts of all graduate studies and academic references under separate cover to:

Dean of Faculty
Regis College, 15 St. Mary Street
Toronto, Ontario, Canada M4Y 2R5

All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

Regis College is the Jesuit graduate Faculty of Theology and a founding member of the Toronto School of Theology at the University of Toronto.

Preparing minds for action
Learning Spiritually - Justly

Queen's University School of Rehabilitation Therapy

Applications are invited for a tenure position, Physical Therapy (PT) Program as of July 1, 2007. The successful candidate will have a PT degree, doctoral degree in health sciences, a strong research background and potential to establish an independent research program. Responsibilities include teaching in the MSc/PT and research graduate programs. Preference will be given to candidates with a musculoskeletal background. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Positions are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at: <http://www.queensu.ca/guide/Reference/A%20Article%206.11>. All qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority. Salary is subject to a bi-annual salary review. Applications will commence February 16th, 2007 and will continue until the position is filled. Please submit your application including a curriculum vitae and the names and contact information of 3 referees to: Elise G. Culham, Ph.D., Acting Director, School of Rehabilitation Therapy, Queen's University, Kingston, Ontario, K7L 3N6.

Review of applications will commence February 16, 2007 and will continue until the position is filled. Please direct correspondence to: Dr. Mike Harkin, Dean, Faculty of Physical Education and Health, Queen's University, Van Vleet Centre, University of Alberta, Edmonton, AB, Canada, T6G 2H9. E-mail: mike.harkin@ualberta.ca; Telephone: (780) 492-3384; Fax: (780) 492-1008. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ PHYSICAL EDUCATION – University of Alberta. The Faculty of Physical Education and Recreation at the University of Alberta, Edmonton, Alberta, invites applications for a tenure-track position in the area of Disability Sport and Physical Activity at the rank of Assistant Professor. The suggested start date is July 1, 2007. Prospective candidates will possess a completed doctorate with expertise in areas such as adapted physical activity, exercise physiology, biomechanics, neuroscience, sport nutrition, or coaching science. Evidence of effective teaching and a proven track record of publication with a tenure-track appointment in Solid Earth Geophysics at the rank of Assistant Professor. The starting date is on or after July 1, 2007. We seek exceptional candidates with interests in any field of Solid Earth Geophysics. The geophysics group currently has diverse equipment and facilities for experiments in the fields of geodynamics, planetary physics, exploration geophysics, and magnetism. For more information, we invite prospective candidates to visit our homepage at <http://www.physics.utoronto.ca/research/planetary/geophysics/>. For this position, we seek candidates with a PhD in Physics or a related field, and proven excellence or outstanding potential in research and teaching. The salary will be commensurate with qualifications and experience. Please submit complete hard-copy applications, including a curriculum vitae, a teaching statement, and three letters of reference to be submitted individually to: Professor Michael Luke, Chair, Department of Physics, University of Toronto, 60 St. George Street, Toronto, Ontario, M5S 1A7, Canada. Applications will be reviewed beginning January 15, 2007. The position is filled. The review process will continue until July 30, 2007. We will give first consideration. The University of Toronto offers the opportunity to most diverse cities in the world, and is strongly committed to diversity within its community. The University especially encourages applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and persons of any sexual orientation. The University of Toronto is an equal opportunity employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ PHYSICS – Wilfrid Laurier University. The Department of Physics and Computer Science invites applications for a tenure-track position in physics at either the assistant or associate level, depending on qualifications. The position will take effect July 1, 2007, and is subject to budgetary approval. The department wishes to strengthen its research and teaching in photonics and optoelectronics, and in computational physics. Relevant research areas include fibre optics and photonics, photonic device modeling, and quantum information and quantum computing. The University is a founding member of SHARCNET, an Ontario-based advanced hierarchical academic research computing network. For more information about the department can be found at www.wlu.ca/science/physics. Candidates should have a PhD in physics or a related field, and evidence of a commitment to and superior ability in teaching, and an active program of research with strong potential for sustained growth. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a teaching dossier or statement of teaching experience and interests, and the names and contact information (address, telephone, and email) for at least three references to: Dr. D. Marc Kéglou, Acting Chair, Department of Physics and Computer Science, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G5; mikegk@wlu.ca. Deadline for applications is January 30, 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals, including women, visible minorities, persons with disabilities, Aboriginal persons, and persons of any sexual orientation. The University of Waterloo is an equal opportunity employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Salary is subject to a bi-annual salary review. Applications will commence February 16th, 2007 and will continue until the position is filled. Please submit your application including a curriculum vitae and the names and contact information of 3 referees to: Elise G. Culham, Ph.D., Acting Director, School of Rehabilitation Therapy, Queen's University, Kingston, Ontario, K7L 3N6.

■ PHYSICS & ASTRONOMY – University of Waterloo. The Department of Physics, University of Waterloo, invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in one or more of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantum gravity, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astrophysical physics, including early universe and inflationary cosmology, standard model alternatives, dark matter, dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments, and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by e-mail a curriculum vitae, a statement of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to: The Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, N2L 3G1; Tel: (519) 888-4567; Ext. 6833; E-mail: PHYSICS@UWATERLOO.CA. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page <http://www.science.uwaterloo.ca/physics/>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

CAREERS CARRIÈRES

PLANNING (PUBLIC HEALTH) – University of Waterloo. The School of Planning and the Department of Health, Behaviour, and Society at the University of Waterloo are seeking applications for a faculty position (tenured or tenure-track) in a discipline relevant to the planning aspects of public health. This position will support the university's new Master of Public Health (MPH) program, as well as the thesis-based Masters and Doctoral research programs in Health Studies and Planning. Suitable academic disciplines include community or population epidemiology, public health, health geography, demography, public health, and other relevant disciplines with a strong quantitative orientation to public health problems, such as the health impacts of the built environment, land use planning and associated human mobility patterns. Candidates with a demonstrated background and research record in demographic analysis or in spatial-temporal analysis of public health problems (e.g. GIS methods, spatial epidemiology, or public health informatics) are especially encouraged to apply. The University of Waterloo has recently initiated a significant expansion in teaching and research within the area of public health, both at the undergraduate and graduate levels. At the graduate level, a new Master of Public Health (MPH) program has been developed within the Faculty of Health Sciences to complement existing research-oriented MSc and PhD programs. Having received formal approval from the University of Waterloo, the MPH program will begin offering courses in its initial class of students starting in August 2007. It is anticipated that the MPH program will grow to a total enrolment of 100 students by the end of the decade. The successful candidate will be located in the School of Planning and hold a joint appointment with the Department of Health Studies and Geography. Teaching and mentorship components of the MPH program will comprise a significant portion of the applicant's duties. Working within a normal teaching load limit, additional duties will consist of undergraduate and graduate teaching in both academic units, including the supervision of MSc and PhD students, and the development/continuation of an independent research program in the public health field. Although an appointment at the Assistant/Associate Professor level is preferred, applicants at the Full Professor level with exceptional records will be given serious consideration. Applicants should have a demonstrated interest for research in one or more areas that complement those represented among the epidemiologists and biostatisticians participating in the MPH program. Excellent teaching and communication skills are also essential. The effective date is expected to be July 1, 2007, but early or late appointments are also possible if warranted. The closing date for applications is February 15, 2006. Please submit a curriculum vitae and a cover letter to: Professor Murray Haight, Director, School of Planning, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

PLANNING (URBAN DESIGN) – University of Waterloo. Applications are invited for an Assistant Professor tenure-track position in Urban Design. The ideal candidate will have doctoral level urban design credentials, have demonstrated expertise in urban design from doctoral level landscape architecture or environmental design training will also be considered, and a proven record in North American urban design project experience and demonstrate potential for leadership in developing instructional design programs that include new approaches to urban design studio instruction including computer assisted design in urban planning studios. The candidate should have a record of scholarly output (writing, exhibitions, design competitions, etc.). An additional interest in one or more of: heritage, international urban design, development, industry economics, or urban ecology is an advantage. The successful candidate will teach urban design to undergraduate and graduate planning students, supervise graduate student research, and conduct research in urban design related fields. Applicants must demonstrate design achievement; and since the School has a doctoral graduate program, a PhD is highly desired (significant professional achievement coupled with awards and/or publications might be accepted if the individual has masters level credentials). Applicants should equally be a member in the Canadian Institute of Planners. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applications must be received in hard copy and will include a letter of application (stating career objectives, approach to teaching and research goals), a current curriculum vitae, a portfolio of selected recent design work, and names (with contact information) of four references. The first stage in the review of applicants will be based on the letter of application, portfolio, and CV. References will be contacted for those being considered in the second stage of review. Applications will be considered at any time until the position is filled. Send to: Dr. Murray Haight, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. The School of Planning is part of the Faculty of Environmental Studies that includes a Department of Environment and Resource Studies, and a Department of Geography. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modelling and simulation. Additional information about the Faculty may be found at: <http://www.fes.uwaterloo.ca/>. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and professional staff to support teaching. All other research and teaching activities are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities.

POLITICAL SCIENCE – Grant MacEwan College. Grant MacEwan College invites applications for a continuing position of Political Science commencing July 1, 2007. As part of the continued growth of the Bachelor of Arts program, the Department of Anthropology, Economics and Political Science in the Faculty of Arts and Science seeks a candidate with a PhD for full-time instruction in the areas of Canadian and International Politics to be required with a secondary teaching interest in any of the following: International Relations, Public Policy, or Political Theory. Applicants should submit a curriculum vitae, a statement regarding teaching experience and interest (teaching portfolio or dossier), a statement of research interests, sample copies of their research, and graduate transcripts. Candidates should also arrange for three letters of reference to be submitted under separate cover. Quote Competition No. 06.11.268. Send all application materials, including reference letters to: Human Resources Department, Grant MacEwan College, City Centre Campus, 7450, 107th Ave., Edmonton, AB T5J 4S2, Fax: (780) 497-5430; Phone: (780) 497-5434; E-mail: careers@macewan.ca. For further information, contact the Acting Chair, Dr. Chandra Menzies, at (780) 497-5326 or mensho@macewan.ca or visit http://www.macewan.ca/web/artsci/faculty_indexer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Consideration of applications will commence in January 2007 and will continue until the position is filled or until further notice about this employment opportunity, please refer to our website at <http://www.macewan.ca/faculty>.

POLITICAL SCIENCE – University of Windsor. The University of Windsor invites applications for a tenure-track position in the Department of Political Science in the area of Local Government and Public Administration. The rank of Assistant Professor commencing July 1, 2007. For a detailed position description, visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Tom Najem, Head, Department of Political Science, University of Windsor, Windsor, Ontario, N9B 3P4, Canada. Phone: (519) 253-3000, Ext. 2347; Fax: (519) 973-7094; Email: tnajem@uwindsor.ca. For information on the University of Windsor, visit our website at: www.uwindsor.ca. Contact: Dr. Janice Orsick, Director, Faculty Recruitment at (519) 665-6608 (Toll Free within North America) or contact our office at North America at (519) 561-1452 or Email: recruitment@uwindsor.ca.

POLITICAL SCIENCE (COMPARATIVE POLITICS/INDUSTRIAL COUNTRIES) – University of Guelph. The Department of Political Science at the University of Guelph invites applications for a tenure-track Assistant Professor position in the field of Comparative Politics with a specialization in advanced industrialized countries. Applicants should hold a doctorate degree in Political Science or be very near completion. Candidates who can contribute to the department's undergraduate and graduate curriculum in the areas of comparative public policy/governance, international relations and/or methods are particularly encouraged to apply. Candidates should have an active research agenda and the ability to teach both undergraduate and graduate courses. Details on the Political Science program are available at <http://www.polsci.uoguelph.ca>. The appointment will begin July 1, 2007. Applications should include a curriculum vitae, a statement of teaching and research interests, evidence of teaching effectiveness, and samples of published work or work in preparation. Three letters of reference must support the application. Review of applications will begin February 28, 2007 and continue until the position is filled. Application materials should be submitted to: Bryan Sheldrick, Chair, Department of Political Science, University of Guelph, Guelph, ON, Canada, N1G 2W1. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Appointment is subject to final budgetary approval.

PSYCHOLOGY – The University of Western Ontario. Notifications and applications are invited for the position of Chair of the Department of Psychology, Faculty of Social Sciences, effective July 1, 2007. The appointee as Chair will be for a three-to-five year term, renewable, and will be accompanied by a tenure appointment at the rank of Professor or Associate Professor. As one of the premier departments in Canada, the Department of Psychology provides a research intensive environment with a current complement of 54 full-time faculty members. The department offers BA and BSc programs to approximately 1,300 undergraduate students. There are 124 graduate students enrolled in Psychology and an additional 22 students in the interdisciplinary Graduate Program in Neuroscience. Master's and PhD training is available in Behavioural and Cognitive Neuroscience

(animal and human), Clinical Psychology, Cognition & Perception, Developmental Psychology, Industrial/Organizational Psychology, Personality & Measurement, and Social Psychology. While a strong research and teaching background is essential, priority will be given to candidates with administrative experience, proven leadership skills, and a willingness to work collaboratively toward the continued growth and development of the department. The position will begin on July 1, 2007 or as soon as possible thereafter. Consideration of applications will begin on January 15th 2007 and will continue until the position is filled. Candidates should have a PhD in Psychology or a related discipline and a current rank of Associate or Senior Professor. Applications should include a cover letter, curriculum vitae, and the names of four individuals who can evaluate the candidate's leadership skills and experience. Applications and nominations should be sent to: Chair of the Selection Committee (Department of Psychology), Office of the

Dean, Faculty of Social Science, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

PSYCHOLOGY – McGill University. The Department of Psychology of McGill University invites applications for a tenure-track position at the Assistant Professor level in Quantitative Psychology. The position may be in any area of quantitative psychology or statistics. Candidates involved in the development of data analysis techniques appropriate to behavioural science or neuroscience are particularly encouraged to apply. Applicants are expected to have a doctorate in psychology, statistics, or a closely related field at the time of appointment. Applicants should present evidence of research productivity and the potential to obtain significant external funding. All applicants are expected to have an appropriate for undergraduate and graduate teaching. Review of applications will begin January 15, 2007 and continue until suitable candidates have been identified. Candidates should submit a curriculum vitae, a description of research interests and academic goals, a description of their teaching interests, experience and philosophy, and selected reprints of publications. They should also arrange for three confidential letters of recommendation to be sent to: Chair, Quantitative Psychology Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1. McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

www.yorku.ca/acadjobs

York University offers a multi-disciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Chair, School of Kinesiology and Health Science

FACULTY OF HEALTH

Applications are invited for the position of Chair of the School of Kinesiology and Health Science. The successful candidate will hold a full-time tenure-track position at the Associate or Full Professor level. The position of Chair is for a two-year term, commencing July 1, 2007, with the possibility of renewal.

The School of Kinesiology and Health Science is one of the founding units of the new Faculty of Health (www.health.yorku.ca) at York University, and has an international reputation for the quality of its research and graduate and undergraduate education programs. This is a unique opportunity to be part of the leadership team building a world-leading faculty that will accelerate the knowledge and practice for promoting health, globally and locally. The School, with a full time faculty complement of 41, has approximately 2,800 undergraduate students in the Honours only BA or BSc program and 100 graduate students in the MA, MSc, and PhD programs (see www.kinesiology.yorku.ca and www.yorku.ca/hrs for program descriptions). Also, the School is the home of the Sport and Recreation programs (www.sport.yorku.ca), which operate independently under the auspices of the Director of Sport and Recreation.

The role of the Chair is to foster an environment in which education, research and service can flourish, while advocating for the School's interests in all aspects of University affairs. On behalf of the Dean, the Chair will assign workloads to faculty, establish teaching budgets for part-time faculty and graduate students, provide leadership in all undergraduate and graduate programs, and in a collegial process, develop and promote hiring priorities and initiatives. The Chair will work with colleagues, other Chairs and the Dean in the Faculty of Health in strategic planning and development of innovative programs. Applicants should have academic leadership and administrative experience, an internationally recognized research record, and broad experience in, and a passion for, teaching.

All positions at York University are subject to budgetary approval. Applicants should send a curriculum vitae, a covering letter, and three letters of reference, by February 15, 2007, to: Chair of the Search Committee, 333 Bethune College, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. E-mail: kinchair@yorku.ca

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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Tenure-Track Position Faculty of Nursing

University of New Brunswick

The University of New Brunswick, Faculty of Nursing invites applications from qualified individuals for a tenure-track faculty position at the rank of Senior Instructor or Assistant Professor.

This position involves classroom teaching in the BN Program and in the Master of Nursing-Nurse Practitioner Program. Teaching responsibilities include primary instruction in nurse practitioner courses, supervision of clinical placement, coordination of clinical placement, consultation and close working relationships with community/professional stakeholders. Periodic instruction in the BN program is also an expectation. In the professional rank, involvement in research and scholarship is an expectation. Responsibilities for the position also include membership and participation in governance and decision-making in the Faculty.

Candidates for this faculty position must be a graduate of a nurse practitioner program and be registered or eligible to obtain registration as a nurse practitioner in New Brunswick. Recent relevant primary health care experience in an NP or NP-type role along with experience in pediatrics are assets. PhD is required in the professional rank. Candidates must possess a demonstrated ability to teach in practice and classroom settings and through distributed learning. Evidence of a developing research and publication program is also required for the professional rank.

The Nurse Practitioner Program at UNB is currently organized as a part-time, distance oriented program of study. In the future, full time study options are being considered. The program is organized by the model of Primary Health Care. The curriculum integrates the competencies of Primary Health Care as articulated by the Nurses Association of New Brunswick.

The Faculty of Nursing offers two graduate programs. The MN Program leads to the Masters Degree in Nursing and concentrates on the development of research and leadership skills. The NP Program also leads to the MN degree. Graduates of the NP Program are eligible to write the examination leading to licensure as a Nurse Practitioner in New Brunswick. The Faculty of Nursing also offers generic and post-diploma baccalaureate programs preparing nurses to work with individuals, families, and communities guided by the principles of caring, social justice and primary health care. The BN Program is delivered in Fredericton, Moncton, Bathurst, Saint John, and in collaboration with Humber College in Toronto.

Application packages including cover letter and CV should be directed to:

Dr. Janice L. Thompson
Dean and Professor
Faculty of Nursing
University of New Brunswick
PO Box 4400
Fredericton, NB CANADA E3B 5A3
Email: jthompson@unb.ca
Phone: 506-458-7623
Fax: 506-447-3057

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. This position is subject to budgetary approval. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

Tenure-Track Position in Endodontics

The Department of Dentistry invites applications for a full-time, tenure-track faculty position in endodontics. Applicants should have Doctor of Dental Surgery degree or equivalent, and have completed an advanced specialty education program in endodontics. Evidence of high quality research accomplishments is desirable. The successful applicant will be responsible for the administration of the undergraduate program in endodontics. This will primarily include teaching endodontics to undergraduate DDS students in clinic, laboratory and lecture settings, participation in Departmental and Faculty Committees and outreach programs, and liaising with the Hospital Dental Clinic. Some teaching to support the graduate

programs will also be expected.

Opportunities are available for intramural or extramural private practice. Rank and salary will be commensurate with background and experience. The position will be available July 1, 2007 and applications will be accepted until the position is filled.

Please send your complete curriculum vitae, including statement of future career goals and names of three references, to:

Dr. Douglas N Dederich, Acting Chair
Department of Dentistry
Faculty of Medicine and Dentistry
3036 Dentistry/Pharmacy Centre
University of Alberta
Edmonton, Alberta, Canada T6G 2N8

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CAREERS CARRIÈRES

■ **PSYCHOLOGY** — Sir Wilfrid Laurier College. Please see our display ad in this issue.

■ **PSYCHOLOGY** — Grant MacEwan College. The Department of Psychology in the Faculty of Arts and Science at Grant MacEwan College invites applications for two continuing positions in Psychology commencing July 1, 2007. The candidate must have a PhD (or solid indication of imminent completion), and must demonstrate excellence or clear promise of excellence in teaching. A commitment to research and to the supervision of honours students is expected. We are seeking applicants to fill positions in the areas of clinical, developmental, or health psychology; however, applicants with expertise in other substantive areas will also be considered. Ability to teach research methods is an asset. Applicants should submit a curriculum vitae, recent teaching evaluations, a statement of teaching interests and experience, a statement of research interests, samples of research productivity, and graduate transcripts. Applicants should also arrange for three letters of reference to be submitted under separate cover. Quote Connection No. 06.11665

Send all application materials, including reference letters to: Human Resources Department, Grant MacEwan College, City Centre Campus, 7405, 10700, 109 Ave., Edmonton, AB, T5J 4S2. Fax: (780) 497-5430; Phone: (780) 497-5434; E-mail: careers@macowen.ca or (780) 497-5521 or visit http://www.macewan.ca/web/hr/arts/careers_ad.html. For further information, contact the department chair, Dr. Russ Powell, at rpowell@macowen.ca or (780) 497-5521 or visit http://www.macewan.ca/web/hr/arts/careers_ad.html. Information about this employment opportunity, please refer to our website at www.macewan.ca/faculty.

■ **PSYCHOLOGY** — University of Lethbridge. The Department of Psychology at the University of Lethbridge invites applications for a tenure-track position at the rank of Assistant Professor to begin 1 July 2007, subject to budgetary approval. Current departmental emphases are in cognition, animal be-

haviour, and evolutionary psychology with research programs encompassing a range of phenomena related to human and non-human social behavior, aggression, sexuality and gender, spatial abilities, risk-taking, and communication. We are interested in candidates who can complement current social and biological perspectives with research and teaching interests that include social, cognitive, developmental, ecological or cross-cultural approaches to human psychology. Candidates should have a PhD and the potential to develop a strong, externally funded research programme with opportunities for undergraduate and graduate participation. New faculty are eligible for funding in support of research and scholarly activities. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1957, the University has an enrolment of over 8,000 students. Our focus on liberal education, selected professional programs, smaller classes, coop

placements and involvement of students in faculty research provides the very best education available. For more information about the University please visit our website at <http://www.uleth.ca>, or the Department of Psychology website at <http://www.uleth.ca/psych/>. Applications should include a curriculum vitae, statement of research interests, transcripts, copies of three of their latest reprints and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. David Randall, Chair, Department of Psychology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2235; Fax: (403) 329-2555; Email: randall@uleth.ca. Consideration of complete applications will commence by January 15, 2007. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men including persons with disabilities, members of visible minorities and Aboriginal persons.

■ **PSYCHOLOGY** — University of Waterloo. Applications are being accepted for the position of Assistant Professor, Computational Neuroscience, University of Waterloo, Department of Psychology. The Department of Psychology at the University of Waterloo invites applications for a tenure-track assistant professor or in computational neuroscience. The successful candidate must have a PhD in behavioural, cognitive, or computational neuroscience or related area in psychology. Candidates should show evidence of a strong research program that combines neuroscience with computational modelling. Applicants who combine expertise in computational modeling with expertise in one of the methods of neuroscience (e.g., EEG, ERP, TMS, fMRI) or cognitive neuroscience are preferred. The successful candidate will play an active role in the development of the new Centre for Theoretical Neuroscience at the University of Waterloo. We are seeking individuals who have strong research records and commitments to teaching, research, and the supervision of undergraduate and graduate students. Information regarding the department can be found at <http://www.psychology.uwaterloo.ca>. The anticipated start date for the position is July 1, 2007. The deadline for applications is December 1, 2006. Review of applications will begin on September 1, 2006, and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY** — University of Waterloo. Applications are being accepted for the position of Assistant to Full Professor, Clinical Psychology, University of Waterloo, Department of Psychology. The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant to Full Professor level in our CPA and APA accredited Clinical Psychology Training Program. This position is part of an expansion of the Clinical Psychology Program to support the new Centre for Mental Health Research, which will combine in-house opportunities for research concerning the nature and treatment of psychological disorders with expanded psychotherapy services to the surrounding community.

all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PSYCHOLOGY** — University of Waterloo. Applications are being accepted for the position of Assistant Professor, Clinical Psychology, University of Waterloo, Department of Psychology. The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant Professor level in our CPA and APA accredited Clinical Psychology Training Program. This position is part of an expansion of the Clinical Psychology Program to support the new Centre for Mental Health Research, which will combine in-house opportunities for research concerning the nature and treatment of psychological disorders with expanded psychotherapy services to the surrounding community. Candidates should have a PhD from an accredited clinical psychology program, an accredited internship, and should be registered or eligible for registration with the College of Psychologists of Ontario. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students clinical and research work, and commitment to an ongoing research program. We welcome applicants who have a strong research program in any area that will be attractive to graduate students and consistent with the aforementioned aims of the Centre. Information about the Clinical Program and the Psychology Department can be found at <http://www.psychology.uwaterloo.ca>. The anticipated starting date for the position is July 1, 2007. Review of applications began on September 1, 2006 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY** — University of Waterloo. The Department of Psychology at the University of Waterloo invites applications for a tenure-track position in Social Psychology at the Assistant to Full Professor level. The Department of Psychology is one of the very best in Canada, with particular strengths in social psychology. Information about the department and the Social Psychology Division can be found at <http://www.psychology.uwaterloo.ca>. Candidates should have an active research program and an excellent record of academic scholarship. The anticipated starting date is July 1, 2007. Applications will be accepted until January 31, 2007 although this deadline may be extended. Applicants should submit a curriculum vitae, statement of teaching and research interests, reprints or preprints of recent papers, and the contact information for three referees (including email addresses) to: The Social Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Candidates should have a PhD from an accredited clinical psychology program, an accredited internship, and should be registered or eligible for registration with the College of Psychologists of Ontario. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students clinical and research work, and commitment to an ongoing research program. We welcome applicants who have a strong theory-driven, research investment that will be attractive to graduate students. We have a preference for someone with child clinical, family systems, lifespan developmental, or group therapy interests; however, applicants with other research interests consistent with the aforementioned aims of the Centre will also be considered. Information about the Clinical Program and the Psychology Department can be found at <http://www.psychology.uwaterloo.ca>. The anticipated starting date for the position is July 1, 2007. Review of applications began on September 1, 2006 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY** — University of Waterloo. The Department of Psychology at the University of Waterloo invites applications for a tenure-track position in Social Psychology at the Assistant to Full Professor level. The Department of Psychology is one of the very best in Canada, with particular strengths in social psychology. Information about the department and the Social Psychology Division can be found at <http://www.psychology.uwaterloo.ca>. Candidates should have an active research program and an excellent record of academic scholarship. The anticipated starting date is July 1, 2007. Applications will be accepted until January 31, 2007 although this deadline may be extended. Applicants should submit a curriculum vitae, statement of teaching and research interests, reprints or preprints of recent papers, and the contact information for three referees (including email addresses) to: The Social Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

LAURIER

Canada Research Chair - Tier I NSERC
Behavioural Neuroscience

The Department of Psychology invites applications for a potential nominee for a Tier I Canada Research Chair (NSERC) in behavioural neuroscience. Tier I CRCs are awarded to outstanding researchers acknowledged by their peers to be world leaders in their fields (see www.chairs.gc.ca). Tier I CRCs have a teaching load of two courses per academic year, are tenable for seven years and are renewable.

Laurier offers MSc and PhD programs in the areas of cognitive and behavioural neuroscience (see www.wlu.ca/science/psychology), and candidates should have research interests compatible with those of Laurier's faculty in behavioural neuroscience. The nominee will be an outstanding, innovative researcher, have a superior record of attracting and supervising graduate students and postdoctoral fellows, and will be expected to propose an original research program of the highest quality. The nominee's research program will be expected to integrate as well with one or more of the core areas identified in Laurier's strategic research plan: culture and human experience, society and public policy, environment and health, and science and technology (see www.wlu.ca/research/strategicplan).

Deadline for applications is February 1, 2007. Please submit a CV along with a statement of research interests, a research proposal, and a statement of how your research fits the Laurier strategic research plan (maximum of five pages), along with the names and contact information of four referees to:

Geoffrey Nelson, Chair
Department of Psychology
Wilfrid Laurier University
Waterloo, Ontario N2L 3C5

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups wishing to be considered for employment equity must self-identify, in confidence, to the Dean of the Faculty of Science, Dr. Arthur Szabo, email: aszabo@wlu.ca, fax: 519-894-0644.



Wilfrid Laurier
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Ryerson University is known for innovative programs built on the integration of theoretical and practically oriented learning. More than 80 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

TENURE-TRACK FACULTY POSITION
Department of Civil Engineering

The Department of Civil Engineering has 15 faculty members, over 300 undergraduate students pursuing an accredited Bachelor of Engineering degree, and over 100 graduate students at the master's and doctoral levels. The Department's curriculum encompasses the areas of structural, geotechnical, transportation, materials, and environmental engineering. The Department also offers a unique geomatics engineering option. More information about the Department and our academic programs is available on our website at www.civil.ryerson.ca.

The Department invites applications for a tenure-track faculty position at the Assistant or Associate Professor level in the field of Geotechnical Engineering, with an expected start date of July 1, 2007. The successful candidate must have exceptional qualifications, and be capable of developing outstanding teaching and research programs. Applicants should have research experience pertaining to one or more of the following: Experimental Soil Mechanics; Numerical Soil Mechanics; Slope Stability; Soil-structure Interaction; Earthquake Induced Damage; Foundation Engineering; or Soil Remediation. Capability in teaching geotechnical engineering courses and other relevant civil engineering core courses at the undergraduate level, such as geology and strength of materials, is expected. Applicants should have an earned PhD degree in Civil Engineering related to the field of Geotechnical Engineering. Candidates are expected to have a strong commitment to teaching excellence at the undergraduate and graduate levels, and a demonstrable research ability to develop an externally funded, independent research program, and publish in leading scholarly journals. Registration, or eligibility for registration, as a Professional Engineer in Ontario is mandatory.

Interested candidates should submit a detailed resume, a brief statement of research and teaching interests, and the names and addresses of three referees to: Dr. Hesham Marzouk, Chair, Department of Civil Engineering, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Fax: 416-979-5122. E-mail: hmarzouk@ryerson.ca. The Search Committee will begin the review process immediately. The search will remain open until February 15, 2007, or until the position is filled.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ENGINEERING | ARCHITECTURE | SCIENCE

CAREERS CARRIÈRES

■ PSYCHOLOGY (APPLIED SOCIAL PSYCHOLOGY) — University of Guelph. The Department of Psychology at the University of Guelph is seeking applications for a tenure-track Assistant Professor position in Applied Social Psychology. The appointment will begin July 1, 2007. Applicants must have a doctoral degree in Psychology. Expertise in the Psychology of Gender or Health Psychology with an emphasis on field studies, is especially desirable. Preference will be given to applicants conducting research that contributes to the amelioration of social problems and the promotion of human welfare. The successful candidate will be expected to develop a funded research program in applied social psychology. Ability to teach methods relevant to the programme (e.g., primary evaluation, field research, qualitative, and quantitative) would be an asset. The primary selection criterion is demonstrated excellence in research and a commitment to excellence in teaching. Applications should include a curriculum vitae, a statement of research and teaching interests, and previous/reprints. At least three letters of recommendation to support the application. Review of applications will begin February 28, 2007 and continue until the position is filled. Application materials should be submitted to: Harvey K. C. Marmorek, Department of Psychology, University of Guelph, Guelph, ON, Canada, N1G 2W1. More information about the Department can be found at <http://www.psychology.uoguelph.ca>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities, and women. Appointment is subject to final budgetary approval.

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■ REAL ESTATE — University of Guelph. The Department of Marketing and Consumer Studies at the University of Guelph invites applications for an assistant professor position in the area of Real Estate at the rank of Assistant Professor. The Department is part of the College of Management and Economics. We offer two Bachelor of Commerce majors, one in Marketing Management and one in Housing and Real Estate Management. At the graduate level, we offer a Master of Business Administration with a focus on Consumer Studies. Responsibilities of this position include teaching in the Department's undergraduate real estate programs, helping to develop further real estate programs, the pursuit of scholarly research, and service contribution to the Department, College and University. The University of Guelph is a top-ranked comprehensive university in Canada with a total enrolment of 18,000. It is located in Guelph, Ontario (population approx. 120,000), and is a one-hour drive west of Toronto, Ontario. Applicants should have a PhD or be near completion of an earned doctorate in Real Estate. Alternatively, they could have (or be near completion of) an earned doctorate in a discipline related to real estate management (such as Marketing, Finance, or Economics), but involved in real estate-oriented research.

Whatever an applicant's doctoral discipline, preference will be given to those who possess real estate work experience in the housing or real estate field. This appointment can be effective as early as July 1, 2007 and is subject to final budgetary confirmation. Applications must include a curriculum vitae, a list of the applicant's teaching interests, and a summary of his or her research agenda for the next five years. Applicants should arrange for three letters of reference to be sent on separate cover. Department representatives will be available at the ASSA meetings in Chicago to discuss this opportunity. Applications should be submitted no later than January 31, 2007 to: Chair, Department of Marketing and Consumer Studies, University of Guelph, Guelph, Ontario, N1G 2W1 (Tel: 1-519-824-4120, Ext. 5374; Fax: 1-519-823-1964; email: podany@uoguelph.ca). More information about the Department can be found at www.mcs.uoguelph.ca. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities, and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ RECREATION & LEISURE STUDIES (OUTDOOR RECREATION) — Brock University. The Department of Recreation and Leisure Studies invites applications for a tenure track position at the Assistant Professor level (higher ranks may be considered, specifically in the area of Outdoor Recreation, effective July 1, 2007). The successful candidate will possess a completed doctorate in recreation and leisure studies or a related field, have evidence of effective teaching, a proven track record of scholarly research and publication, strong interpersonal skills and the ability to work with others. Preference will be given to candidates who have a combination of in-class, out-of-class and field-based experience, including leading wilderness trips and imparting technical skills in one or more of the following areas: rock climbing, white water canoeing/kayaking, backpacking, or winter camping. Candidates should also be able to teach in the areas of recreation and leisure studies, theory, and practice. A letter of application, curriculum vitae, and the names of three references with discipline-related experience should be submitted to: Dr. Colleen Hood, Chair, Department of Recreation and Leisure Studies, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. Closing date for applications Friday, January 12th or until a suitable candidate is found. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. More information on Brock University can be found on the University's website www.brocku.ca.

■ RECREATION & LEISURE STUDIES (THERAPEUTIC RECREATION) — Brock University. The Department of Recreation and Leisure Studies invites applications for a tenure track position at the Assistant Professor level (higher ranks may be considered, specifically in the area of Therapeutic Recreation, effective July 1, 2007). The successful candidate will possess a completed doctorate in recreation and leisure studies or a related field, have evidence of effective teaching, a proven track record of scholarly research and publication, strong interpersonal skills and the ability to work with others. Preference will be given to candidates who have a combination of in-class, out-of-class and field-based experience, including leading wilderness trips and imparting technical skills in one or more of the following areas: rock climbing, white water canoeing/kayaking, backpacking, or winter camping. Candidates should also be able to teach in the areas of recreation and leisure studies, theory, and practice. A letter of application, curriculum vitae, and the names of three references with discipline-related experience should be submitted to: Dr. Colleen Hood, Chair, Department of Recreation and Leisure Studies, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. Closing date for applications Friday, January 12th or until a suitable candidate is found. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. More information on Brock University can be found on the University's website www.brocku.ca.

(higher ranks may be considered, specifically in the area of Inclusive and Therapeutic Recreation, effective July 1, 2007). The successful candidate will possess a completed doctorate in recreation and leisure studies or a related field, have evidence of effective teaching, a proven track record of scholarly research and publication, strong interpersonal skills and the ability to work with others. Preference will be given to those candidates who have experience in Inclusive and Therapeutic Recreation combined with a capacity to serve the Community Recreation program in a First Nations environment and the ability to speak a First Nations language would be a definite asset. The salary and rank will be determined depending on qualifications and experience. The probationary tenure track position will have a start date of August 16, 2007 and is subject to budgetary approval. Relocation assistance will be provided if necessary. Application procedure: Preference will be given to First Nations, Aboriginal, and other designated group members (SANC #E93-13) therefore, please indicate your status on the covering letter. Applications should include an up-to-date Curriculum Vitae, transcripts, teaching evaluations, a teaching dossier, and the names of at least three referees by April 1st 2007 to: Frances Blenkins, Human Resources, First Nations University of Canada, 1 First Nations Way, Regina, SK, S4S 7K2; Ph: (306) 790-5950 ext. 250; Fax: (306) 790-5899; Email: frances.blenkins@university.ca.

■ SOCIAL WORK — Wilfrid Laurier University. The Faculty of Social Work at Wilfrid Laurier University invites applications for a tenure-track faculty position. For this position, candidates should have a graduate degree in social work and strong preference will be given to those who have completed or are near completion of a doctoral degree. We are seeking candidates with demonstrated competency in teaching and who can contribute to the scholarly activity of the Faculty through a promising publication record and a program of research. The Faculty has programmes at graduate levels only and appointees will be expected to teach and supervise research at the master's and doctoral levels. We are looking for candidates who are able to teach within our new Aboriginal MSW program, which is focused on

the relevance of the gift and applied sciences to contemporary First Nations realities, issues, and concerns. Applicants will possess a Masters or PhD degree (ABO considered) in Environmental Health Science or related discipline. Candidates will also possess a Certification in Public Health Inspection with experience in implementing programs at the university level. Undergraduate degree applicants and alumni of our ENHS program with equivalent experience and a commitment to enter graduate studies will be considered. Experience working in a First Nations environment and the ability to speak a First Nations language would be a definite asset. The salary and rank will be determined depending on qualifications and experience. The probationary tenure track position will have a start date of August 16, 2007 and is subject to budgetary approval. Relocation assistance will be provided if necessary. Application procedure: Preference will be given to First Nations, Aboriginal, and other designated group members (SANC #E93-13) therefore, please indicate your status on the covering letter. Applications should include an up-to-date Curriculum Vitae, transcripts, teaching evaluations, a teaching dossier, and the names of at least three referees by April 1st 2007 to: Frances Blenkins, Human Resources, First Nations University of Canada, 1 First Nations Way, Regina, SK, S4S 7K2; Ph: (306) 790-5950 ext. 250; Fax: (306) 790-5899; Email: frances.blenkins@university.ca.

■ SCIENCE — First Nations University of Canada. The First Nations University of Canada is a First Nations controlled University academically federated with the University of Regina with a growing enrolment of over 2000 students and over 65 full time faculty. Our mission is to enhance the quality of life and to preserve, protect, and inter-ethnic heritage of First Nations. Our University provides educational opportunities to First Nations and Non-First Nations students from a provincial, national and international basis. Since our inception in 1976, the First Nations University of Canada has earned an international reputation as a visionary academic leader. The First Nations University of Canada is accepting applications for the Director of the Environmental Health & Science program. This is a probationary tenure track faculty position. The Director will be responsible for teaching, research, and service as well as the overall day-to-day administration of the Environmental Health and Science program under the supervision of the Department Head of Science. All of the programs in the Department of Science are designed to give students a broad-based education and support to provide clear accessibility to a variety of science and health careers. Additionally, our courses have a strong emphasis on First Nations perspectives, and strive to articu-

late the relevance of the gift and applied sciences to contemporary First Nations realities, issues, and concerns. Applicants will possess a Masters or PhD degree (ABO considered) in Environmental Health Science or related discipline. Candidates will also possess a Certification in Public Health Inspection with experience in implementing programs at the university level. Undergraduate degree applicants and alumni of our ENHS program with equivalent experience and a commitment to enter graduate studies will be considered. Experience working in a First Nations environment and the ability to speak a First Nations language would be a definite asset. The salary and rank will be determined depending on qualifications and experience. The probationary tenure track position will have a start date of August 16, 2007 and is subject to budgetary approval. Relocation assistance will be provided if necessary. Application procedure: Preference will be given to First Nations, Aboriginal, and other designated group members (SANC #E93-13) therefore, please indicate your status on the covering letter. Applications should include an up-to-date Curriculum Vitae, transcripts, teaching evaluations, a teaching dossier, and the names of at least three referees by April 1st 2007 to: Frances Blenkins, Human Resources, First Nations University of Canada, 1 First Nations Way, Regina, SK, S4S 7K2; Ph: (306) 790-5950 ext. 250; Fax: (306) 790-5899; Email: frances.blenkins@university.ca.

■ SOCIAL WORK — Wilfrid Laurier University. The Faculty of Social Work at Wilfrid Laurier University invites applications for a tenure-track faculty position. For this position, candidates should have a graduate degree in social work and strong preference will be given to those who have completed or are near completion of a doctoral degree. We are seeking candidates with demonstrated competency in teaching and who can contribute to the scholarly activity of the Faculty through a promising publication record and a program of research. The Faculty has programmes at graduate levels only and appointees will be expected to teach and supervise research at the master's and doctoral levels. We are looking for candidates who are able to teach within our new Aboriginal MSW program, which is focused on

a program of study rooted in the Traditional Aboriginal Holistic Healing practice. Experience working with Aboriginal persons is strongly preferred. Applicants should submit evidence of teaching excellence (such as evaluations and/or a dossier); a 1-2 page cover letter, full curriculum vitae, one sample publication, and the names, addresses and contact information for three professional references to be sent by January 15, 2007 to Dr. Marshall Fine, Chair of Appointments and Promotion Committee, Lyle S. Hallman Faculty of Social Work, Wilfrid Laurier University, 120 Dufferin Street West, Kitchener, ON, Canada, N2H 3W8. Appointment for this position will commence July 1, 2007 at rank and salary commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements Canadian citizens and permanent residents of Canada will be considered first for the position. Applicants may also be considered for limited-term and seasonal positions designed to address the short-term teaching needs of the Faculty. Wilfrid Laurier University is committed to equity



EDMONTON, ALBERTA, CANADA

Nursing Faculty Positions

The Faculty of Nursing at the University of Alberta, ranked as one of the top nursing schools in Canada, and the largest in the country, is moving in a new and exciting direction. We have a renewed commitment to enhance clinical nursing practice and patient care through three inter-related initiatives. By using carefully designed internships, our Seamless Program will support students to move through the BScN program to completion of their PhD within 10 years of entering the program. We are also committed to supporting faculty to put clinical practice back into academic nursing by partnering with our health care providers to create Nurse Clinician Scientist roles. Faculty in these roles would be instrumental in creating an 'oasis of best practice' within the clinical setting for our student internships. Our third and related initiative is to integrate teaching, research and practice by forming clusters of faculty who find synergy through common themes such as Health Equity, Chronic Illness, and Nursing and Health Systems.

Opportunities also exist for faculty interested in administrative responsibilities to lead our international initiatives as the Associate Dean, Global Health; or to provide leadership as the Director, International Institute of Qualitative Methodology.

Appointments can be made at the Assistant, Associate or Professor level, contingent on appropriate experience. We invite applications.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

nationally and internationally, from senior academics who have established programs of research and track records of successful graduate supervision, from new career academics who are seeking opportunities to develop programs of research and teaching expertise, and from academics who are interested in partnering within a clinical area. We also welcome applications from those fluent in a second language (e.g. French, Spanish or Mandarin) as the Faculty of Nursing has a strong program of internationalization and a French/English bilingual undergraduate program.

Applicants require a doctoral degree and must be eligible for registration as a nurse in the Province of Alberta. Successful applicants will receive a competitive salary commensurate with their experience and an excellent benefits plan, including relocation assistance. This competition will remain open until suitable candidates are found.

Please send your letter of application, curriculum vitae, and the names of three referees to:

Dr. Beth Horsburgh, Dean
Faculty of Nursing
3rd floor Clinical Sciences Building
Edmonton, Alberta, Canada T6J 2G3

To learn more about the Faculty of Nursing and the University of Alberta, please visit our web site at www.nursing.ualberta.ca

UNIVERSITY OF WATERLOO

ONTARIO RESEARCH CHAIR IN ENVIRONMENTAL POLICY & RENEWABLE ENERGY FACULTIES OF ENGINEERING & ENVIRONMENTAL STUDIES

The University of Waterloo is seeking an outstanding professional to fill the new position of Ontario Research Chair in Environmental Policy and Renewable Energy. The position is one of eight Chairs endowed by the Ontario government at six universities to promote leading edge research in key areas of public policy. The Chair will lead the development of an interdisciplinary research program focused on addressing key policy-related questions underlying the development of innovative sustainable energy policy solutions for Ontario. The University is committed to building research capacity in green energy technology, management and policy and will establish two new junior positions to support the work of the Ontario Research Chair.

The ideal candidate will hold a PhD and be an internationally recognized scholar with documented accomplishments in influencing and formulating policy to promote sustainable energy management strategies by engaging policymakers and stakeholders. He or she will have a broad understanding of energy policy issues within the context of renewable energy technologies, power systems, energy economics, environmental impacts and sustainability. To ensure that the Ontario Research Chairs program increases Ontario's capacity in the area of sustainable energy policy, the initial appointee to an Ontario Research Chair must not currently be working in an Ontario university.

The University of Waterloo has an international reputation for engineering excellence in the development of sustainable energy technologies, including solar and wind, fuel cells, distributed power generation and greenhouse gas mitigation. Innovative research programs investigate community, household and business responses to technology options and alternative structures of economic incentives. The University's interdisciplinary Green Energy Research Institute (GERI - <http://geri.uwaterloo.ca/>) comprises more than 40 collaborators engaged in research on green, renewable energy technologies, power systems optimization and management, and sustainable policy development.

The successful applicant for this tenured Full Professor position will be nominated to hold the Ontario Research Chair. Appointment to the Chair will be for a renewable seven-year term. The ORC will conduct research primarily in sustainable energy policy development, formulation and communication and will hold cross-appointments in the Faculties of Engineering and Environmental Studies. Further information on the Ontario Research Chair program can be found at <http://orc.uwaterloo.ca/>. Salary will be commensurate with qualifications and experience.

With a student population of over 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for 13 consecutive years. The University is located in an attractive two-university community in the Region of Waterloo, approximately 100 km from the city of Toronto and in close proximity to the Great Lakes and Provincial Parks.

Applications must include curriculum vitae, the names of three references, and a statement of the proposed research, teaching and outreach program and should be submitted to:

Dr. Anthony Vennelli, P.Eng.
Professor and Associate Dean of Research and External Partnerships
Faculty of Engineering CPH 3390, University of Waterloo
Waterloo, ON N2L 3G1 CANADA
E-mail: vannelli@engmail.uwaterloo.ca

Applications will be accepted until the position is filled.

All qualified candidates are encouraged to apply; however, Canadians citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.



BUILDING A TALENT TRUST

SYSTEMS LIBRARIAN

St. Francis Xavier University invites applications for the position of Systems Librarian. Level dependent on qualifications and experience. Reporting to the University Librarian and working collaboratively with the Campus computer services, the Systems Librarian is responsible for the overall operations of the library system, servers, web site and proxy access. The incumbent should be able to provide leadership and training in IT library related applications. For full description of the posting see www.stfx.ca/administration/hr/employapps.htm.

Qualifications: An ALA-accredited Master of Library Information Science degree is required. Previous successful systems experience required. Salary and Librarian level based on qualifications and experience. Position to start January 2007 or as soon as possible.

Review of applicants will commence immediately and continue until the position has been filled.

Interested candidates should forward a letter of application and detailed resume in confidence to: Human Resources, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS B2G 2W5; Email: careers@stfx.ca; Fax (902) 867-3345.

We would like to thank all applicants for their interest, but only those selected for an interview will be contacted.



ANTIGONISH • NOVA SCOTIA • CANADA • WWW.STFX.CA

CAREERS CARRIÈRES

and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to Dr. Lesley Cooper, Dean, Lyle S. Hallman Faculty of Social Work, Wilfrid Laurier University, 120 Oakes Street West, Kitchener, ON, Canada, N2H 3W8.

SOCIAL WORK – University of Windsor. The School of Social Work at the University of Windsor invites applications to two tenure-track faculty positions, one with expertise in clinical direct practice and the second position with expertise in community practice commencing July 1, 2007. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. G. Brent Angell, Director, School of Social Work, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4. Phone: (519) 253-3000, ext. 3067; Fax: (519) 973-7030; Email: angelg@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orakish, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 519-561-1432 or Email: recruit@uwindsor.ca.

SOCIAL WORK – University of Windsor. The University of Windsor invites applications for a 9-month limited-term faculty position in the School of Social Work at the rank of Assistant Professor commencing August 15, 2007. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. G. Brent Angell, Director, School of Social Work, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4. Phone: (519) 253-3000, ext. 3067; Fax: (519) 973-7030; Email: angelg@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orakish, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 519-561-1432 or Email: recruit@uwindsor.ca.

SOCIOLOGY – St. Mary's University. The Department of Sociology and Criminology at St. Mary's University invites applications for an entry-level, tenure-track position as Assistant Professor commencing July 1, 2007. We are looking for a critical scholar whose perspective is informed by the intersections among various forms of social inequality. Candidates should have a PhD or be near completion. Applicants are encouraged to submit full CVs with pages to determine how, as potential colleagues, candidates might enrich or expand the department's intellectual community. As part of the Faculty of Arts, the Department offers BA degrees in Sociology and Criminology as well as an MA in Criminology and a Graduate Diploma in Criminology. The successful candidate will be expected to teach core courses in the Sociology program, and participate broadly

in the Sociology program. Opportunities also exist for contributing to the Criminology programs. Saint Mary's University is fully committed to serving the local, regional, national and international communities, and integrating such activity as part of learning environment for undergraduate and graduate students. The Faculty of Arts is particularly interested in scholars who can also contribute to its various interdisciplinary programs, including International Development Studies, Atlantic Canada Studies and the Women's and Gender Studies Programs. Applicants are asked to submit a curriculum vitae, an example of recent published work, a teaching dossier, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to Dr. Brigitte Tschopp, Chairperson, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with MA in Criminology and a Graduate Diploma in Criminology. The successful candidate will be expected to teach core courses in the Sociology program, and participate broadly

in the Sociology program. Opportunities also exist for contributing to the Criminology programs. Saint Mary's University is fully committed to serving the local, regional, national and international communities, and integrating such activity as part of learning environment for undergraduate and graduate students. The Faculty of Arts is particularly interested in scholars who can also contribute to its various interdisciplinary programs, including International Development Studies, Atlantic Canada Studies and the Women's and Gender Studies Programs. Applicants are asked to submit a curriculum vitae, an example of recent published work, a teaching dossier, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to Dr. Brigitte Tschopp, Chairperson, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with MA in Criminology and a Graduate Diploma in Criminology. The successful candidate will be expected to teach core courses in the Sociology program, and participate broadly

SPANISH – University of Lethbridge. The Department of Modern Languages at the University of Lethbridge invites applications for a probationary (tenure track) position in Spanish at the rank of Assistant Professor, to begin 1 July 2007, subject to budgetary approval. A PhD in Spanish, or at near completion is required, with specialization in Spanish American literature (19th Century to present). The successful candidate will have native or near native fluency in Spanish and English, and experience teaching Spanish as a second language at the post-secondary level. Competence in computer-assisted language learning would also be an asset.

The successful candidate will teach undergraduate Spanish language, literature, and culture and civilization courses at all levels from beginners to advanced. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. New faculty members are eligible to apply for university funding in support of research and scholarly activities. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men including persons with disabilities, members of visible minorities and Aboriginal persons. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate that is comparatively mild for the province, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1957, the University has an enrollment of over 8,000 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. For more information about the University please visit our website at www.uleth.ca. Applications should include a curriculum vitae, transcripts, research statement and list of publications, a statement of teaching philosophy and teaching evaluations, and names and contact information of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Professor Timothy Poph, Chair, Department of Modern Languages, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, Canada T1K 3M4. Phone: (403) 329-2561; Fax: (403) 329-5187; Email: poph@uleth.ca. The closing date for applications is February 15, 2007.

SPANISH & LATIN AMERICAN STUDIES – University of Waterloo. Applications are being accepted for a tenure-track position in Spanish at the Assistant Professor level. The department is seeking a researcher and teacher who can contribute to the growth of our undergraduate program in the areas of language, literature, culture and translation studies. Preference will be given to candidates whose research interests include testimonial writing and Human Rights. The successful candidate is expected to teach language courses at all levels and third and fourth year translation courses. The candidate must hold a PhD or equivalent and have a native or near-native command of both Spanish and English. Applications should include a Curriculum Vitae, a Teaching Portfolio, and at least one sample of a recent publication or research work. Administrative ability and commitment to continuing research are essential. Application, including an updated CV, and the names of three referees who can write letters of reference on your behalf, should be sent to Dr. María del Carmen Saldaña, Chair, Department of Spanish and Latin American Studies, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. Tel: 519-888-4567, Ext. 35710; Fax: 519-746-7881; Email: msalda@uwaterloo.ca. Starting date is July 1, 2007. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Deadline for receiving applications is January 26, 2007.

SUPPLY CHAIN OPERATIONS MANAGEMENT – Concordia University. The Department of Decision Sciences and MIS, of the John Molson School of Business (JMSB), Concordia University invites applications for one tenure-track appointment and one visiting position in the area of Supply Chain Operations Management (SCOM), subject to budgetary approval. The search is open to

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YOU NEED TO CONTACT

Mélanie Forget QUICK!

Tel: 613-820-2270
Fax: 613-820-7244
Email: forget@caut.ca



uOttawa

L'Université canadienne
Canada's university

Sise au cœur de la capitale du Canada, l'Université d'Ottawa est l'une des principales universités à vocation de recherche du pays. Son effectif étudiant, son corps professoral et son personnel regroupent plus de 40 000 personnes qui vivent, travaillent et étudient en français et en anglais dans un milieu des plus cosmopolites. C'est avec fierté que nous nous affichons comme « l'Université canadienne ».

The University of Ottawa, at the heart of Canada's capital, is one of our country's leading research universities. We are a cosmopolitan community of over 40,000 students, faculty and staff who live, work and study in both English and French. We are proud to be Canada's university.

Postes réguliers de professeur ou professeur

La Faculté d'éducation de l'Université d'Ottawa est à la recherche de candidates et de candidats intéressés à l'enseignement dans les domaines suivants :

Cinq postes francophones

Deux postes en didactique de français

Un poste en didactique des sciences

Un poste en didactique des sciences humaines et sociales, incluant géographie et histoire

Un poste d'analyste des systèmes scolaires : gestion, performance et pédagogie (priorité au milieu francophone minoritaire)

Critères de sélection

- Ph.D. en éducation ou dans un domaine connexe
- Spécialisation et dossier actif de recherche dans le domaine
- Expérience en enseignement à l'élémentaire ou au secondaire, un atout
- Connaissance passive de l'anglais comme condition de permanence
- Connaissance des nouvelles technologies de l'information

Fonctions

Les candidates ou les candidats devront enseigner aux programmes de premier, de deuxième et de troisième cycle, faire de la recherche dans leur domaine d'expertise, superviser des thèses de M.A. et de Ph.D. et des stages au niveau du B.Éd. et participer aux activités universitaires.

Conditions et salaire à l'embauche

Selon la convention collective, les postes menant à la permanence sont sujets à une approbation budgétaire.

En principe, la date d'entrée en fonction est le 1^{er} juillet 2007.

L'étude des dossiers débutera le 15 janvier 2007 et se poursuivra jusqu'à ce que les postes soient pourvus.

Pour plus d'information au sujet de la Faculté d'éducation, visitez notre site Web à l'adresse suivante : www.education.uottawa.ca/affichage/index.html

Veuillez faire parvenir votre demande d'emploi, votre curriculum vitae ainsi que le nom de trois répondant(e)s à l'adresse suivante :

Timothy J. Stanley, Vice-doyen aux programmes d'études
Faculté d'éducation, Université d'Ottawa
145, rue Jean-Jacques-Lussier
C.P. 450, succursale A
Ottawa (Ontario) K1N 6N5
Courriel : vdprog@uottawa.ca

www.uOttawa.ca

Conformément aux exigences d'Immigration Canada, toutes les personnes qualifiées sont invitées à postuler; la priorité est toutefois accordée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa soutient en outre à l'équité d'emploi et encourage donc fortement les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature.

Full-Time Faculty Positions

The Faculty of Education of the University of Ottawa is seeking candidates who are interested in teaching in the following areas:

Six Anglophone Positions

Two positions in Science Education

Two positions in Second Language (ESL)

One position in Language and Literacies Education

One position in Teaching and Learning

Qualifications

- PhD in Education or a related field
- Specialization and active record of research in the field
- Experience in teaching at the elementary and secondary levels, an asset
- Passive knowledge of French as a condition of tenure
- Knowledge of new information technology

Duties

Candidates will be expected to teach at the undergraduate and graduate levels, maintain research in their area of expertise, supervise MA and PhD theses and practica at the BEd level, as well as participate in University activities.

Hiring conditions and salary

As per the current collective agreement, tenure-track positions are subject to budget approval.

Projected starting date: July 1, 2007

The examination of applications will begin on January 15, 2007, and will continue until the positions have been filled.

For more information about the Faculty of Education, visit our Web site at the following address: www.education.uottawa.ca/postings/index.html

Please forward your application, résumé and the names of three references to:

Timothy J. Stanley, Vice-Dean Academic Programs
Faculty of Education, University of Ottawa
145 Jean-Jacques-Lussier Street
P.O. Box 450, Station A
Ottawa, Ontario K1N 6N5
Email: vdprog@uottawa.ca

www.uOttawa.ca

In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference will be given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment-equity policy. We therefore strongly encourage women, Aboriginal peoples, members of visible minorities and persons with disabilities to apply.

CAREERS CARRIÈRES

all ranks. However, for the assistant professor rank, a PhD is required for the tenure-track appointment prior to the appointment date of June 1, 2007. The start date for the visiting position is September 1, 2007. The successful candidates are expected to conduct research in SCOM and teach at the undergraduate (new SCOM major) and MBA levels. Areas of teaching required (all specific to the supply chain area) are: logistics, planning and control, simulation and technology management. For senior candidates, SCOM and good teaching experience are essential. Salary and appointment level depend on applicant's experience and research/teaching records. For further information on JMS and the Department, please refer to: www.johnolson.concordia.ca. Send, in electronic format, a cover letter, curriculum vitae and any other supporting documentation to Professor Fasil Nebbe, the Department Chair, at: fnbbe@jmsb.concordia.ca. Three reference letters should also be forwarded by the applicant to the above e-mail address. Review of applications will start immediately and will continue until the positions are filled. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

THEATRE (ACTING) – Sir Wilfrid Grenfell College. Please see our display ad in this issue.

TOURISM & ENVIRONMENT – Brock University. The Department of Tourism and Environment, Brock University invites applications for a probationary tenure track position at the assistant professor level effective July 1, 2007 in the area of tourism administration. The successful candidate will teach in several of the following areas: financial management, human resource management, operations management, entrepreneurship, marketing, organizational behaviour. All courses in the Department of Tourism and Environment are based on the principles of sustainability and the successful applicant should be able to effectively deliver the tourism administration area of the department. Qualifications: Qualifications include a completed doctorate or near completion in business administration, tourism administration or environment or related area with a strong focus on business administration. The successful candidate will have strong evidence of effective teaching, and a proven track record of scholarly research and publication. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on this position can be found on the University's website www.brocku.ca. Brock University is located on the Niagara Escarpment, just west of Niagara Falls, one of the premier international tourism destinations in the world.

Brock University is the only university in Canada with the privilege of being in a UNESCO Biosphere Reserve, a living landscape model that shows how cities, parks, and ways. The Department of Tourism and Environment has seven full-time faculty, and a four year undergraduate degree in Tourism and Environment and is focused on sustainability and its application to tourism and environmental issues. A letter of application, curriculum vitae, the names of three referees, and evidence of teaching effectiveness should be submitted to: Dr. Anthony Ward, Chair, Faculty of Tourism and Environment, Brock University, 500 Glenridge Avenue, St. Catharines, Ontario, L2S 3A1, Phone: 905-688-5550. This position is subject to final budgetary approval. Application Deadline: Applications will be accepted until January 12, 2007 or until a suitable candidate is found.

TOURISM STUDIES – Sir Wilfrid Grenfell College. Please see our display ad in this issue.

VISUAL ARTS & GREAT BOOKS/LIBERAL STUDIES – Brock University. The Department of Visual Arts and the Centre for Great Books/Liberal Studies invites applications for a probationary tenure-track appointment at the rank of assistant professor in Art History and western intellectual traditions. Areas of research specialization are open. The appointment will begin July 1, 2007. The successful candidate will be based in the Department of Visual Arts (VISA) but will divide teaching responsibilities equally between Visual Arts and Great Books/Liberal Studies (GBLS), and should therefore feel comfortable working in both settings. In addition to contributing to undergraduate teaching in the Department of Visual Arts and the Centre for Great Books/Liberal Studies (including introductory courses), the successful candidate will be expected to develop a strong externally-funded program at research and scholarship in the area of expertise, contribute to curriculum development, and participate fully in the affairs of the Departments. The GBLS program focuses on the classics of Western (and occasionally non-Western) literature and thought (covering the social and natural sciences as well as the humanities), and emphasizes reading and discussion of primary texts. In recent years, GBLS and VISA have cooperated in many courses. The ideal has been the incorporation of visual and performing arts components into the GBLS curriculum. GBLS is developing into a new undergraduate liberal arts program, and the successful candidate should be committed to playing a dynamic part in its future. <http://www.brocku.ca/gbls>. The Department of Visual Arts offers undergraduate degrees (BA honours and Pass BA) that combine study and practice with a full range of art history courses in Visual Culture, modern European, Canadian and American art as well as contemporary art and theory. <http://www.brocku.ca/visualarts>. Qualifications: Candidates must have a PhD in Art History (substantive area) or be very close to completion at the time of application. The successful candidate must provide evidence of suc-

cessful teaching experience and demonstrated research potential. Notes: Applicants should send a curriculum vitae, research profile and writing samples; statement of teaching philosophy with evidence of teaching success and/or teaching dossier; and three letters of reference to: Jean Bridge, Department of Visual Arts, Brock University, St. Catharines, ON L2S 3A1, jbridge@brocku.ca. The review of applications will begin February 12, 2007 and continue until the position is filled. The appointment is subject to final budgetary approval. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men and women candidates are equally encouraged to apply. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. More information on Brock University can be found on the University's website www.brocku.ca. Application Deadline: February 12, 2007.

VISUAL ARTS (ART HISTORY) – Sir Wilfrid Grenfell College. Please see our display ad in this issue.

WOMEN'S STUDIES – University of Windsor. The University of Windsor invites applications for a tenure-track position in the Department of Sociology and Anthropology, cross-appointed with Women's Studies with one or more of the following areas: Social Theory, Methods, Criminology, and Anthropology at the rank of Assistant Professor, commencing July 1, 2007. This position is subject to final budgetary approval. Contact: Dr. Kai Midebrink, Associate Dean and Chair of the Appointment Committee, Faculty of Arts and Social Sciences, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4, Phone: (519) 253-3000, Ext. 2029; Email: kai@uwo.ca. For information on the University of Windsor or the City of Windsor, contact: Dr. Janice Orsick, Director, Faculty Recruitment at 877-665-6608 (toll free within North America, call collect outside of North America at (519) 561-1432 or Email: recruitment@uwo.ca.

WOMEN'S STUDIES – University of Waterloo. The Women's Studies Program, Faculty of Arts at the University of Waterloo invites applications for an open-rank appointment jointly in Women's Studies and a department in the faculties of Applied Health Sciences, Arts, Engineering, or Environmental Studies. Applicants with expertise in Women's Studies and any other discipline are welcome. Those with a Women's Studies and an Anthropology, English, History, Philosophy,

or Recreation and Leisure Studies background are especially welcome to apply. The start date for this position will be September 2007 or a mutually acceptable time. The successful candidate will be a strong feminist scholar with a core interest in women and technology, health, and/or science and a PhD in Women's Studies or a cognate field. A clear emphasis on a program of research on women and technology, health, and/or science, and experience in teaching feminist and interdisciplinary graduate level, are required. More successful candidates should be proficient in the following dimensions of women and health research: women and health policy; women and social knowledge; women and sexuality. Candidates will also demonstrate the ability to teach some of the required courses in Women's Studies. Finally, candidates should be prepared to serve in the near future as Director of Women's Studies, and to help spearhead the development of the University of Waterloo's unique Canada-Women's Studies program dedicated to the study of women and technology, health, and science.

Interested persons are invited to view the program's website at: www.womenstudies.uwaterloo.ca. The Faculty of Arts at the University of Waterloo is well-known for excellence in undergraduate and graduate instruction, is committed to innovation, and supports knowledge mobilization in the social sciences and humanities. Arts is in a period of significant faculty growth and expansion in graduate activity. The University of Waterloo is a research-intensive public institution, with the largest and most successful cooperative education program in North America. Highly rated by the national rankings of Maclean's, the University is located in a mid-sized city in the heart of Canada's Technology Triangle, one hour from Toronto, fifty minutes from Pearson International Airport. The University aims to hire individuals who have demonstrated excellence in teaching, research, and scholarship, and especially those who have well-established research programs. The successful applicant will be expected to have a continuing research program and to seek external research funding. New faculty are eligible for internal funding in support of research and scholarly activities. Applicants should submit a letter of application, an example of their published research, and a current CV, and arrange for three confidential letters of reference to be forwarded to: Dr. Fraser Easton, Chair of the Women's Studies Advisory Board, Women's Studies Program, University of Waterloo, 200 University Ave. W., Waterloo, ON, N2L 3G1, Canada. The review of applications will begin 1 March 2007 and will continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. For more information about the University of Waterloo, please visit our website at www.uwaterloo.ca.

ACCOMMODATIONS

EDINBURGH, SCOTLAND – Fully furnished 3-bedroom flat for rent from September 2007 to June 2008. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick/Stephen Brown (01874 748-011 x 1238 Trent University; Email: kchittick@trentu.ca or sbrown@trentu.ca).

ACADEMIC POSITION IN HISTORY OF MEDICINE & HEALTH CARE



The Faculty of Medicine invites applications for an academic position in history of medicine and health care, at the Assistant Professor level or higher, to maintain and develop a well regarded program that uses history to enhance the education of undergraduate medical students. Primary duties include teaching in the Undergraduate Medical and Bachelor of Health Sciences program taught within the Faculty of Medicine, and there are opportunities for supervising graduate students and postgraduate trainees in medical specialties. Candidates will also be expected to be productive in pursuit of their scholarly interest in an area of health care. The primary appointment will be in the Department of Community Health Sciences in the Faculty of Medicine, with the potential for joint appointment to the Department of History, as appropriate.

Qualifications include a PhD and a record of scholarship in history of medicine and/or history of health care. Talent as a teacher and a commitment to teaching, as well as ability to engage students and physicians and to work successfully with them, will be essential characteristics of the successful candidate.

With over 400 full-time members, the Faculty of Medicine is a leader in health research with an international reputation for excellence and innovation. The Department of Community Health Sciences includes academics from several disciplines, with the focus on health. The Bachelor of Health Sciences is a relatively new undergraduate degree covering three streams: "health and society," "biomedicine," and "biomedicine." It will be graduating its first honours students in 2007. A new Faculty of Medicine research facility slated to open in 2007 will allow researchers to investigate scientific questions collaboratively in a unique setting that facilitates multidisciplinary studies with state-of-the-art investigative tools. Calgary is a vibrant, multicultural city of 1,000,000 near the Rocky Mountains, Banff National Park and Lake Louise.

Please submit curriculum vitae, a statement of research interests, recent reprints, and the names of three referees by **January 31, 2007** to:

Dr. Tom Noseworthy
Professor and Head
Department of Community Health Sciences
University of Calgary
3330 Hospital Drive N.W.
Calgary, AB T2N 4N1

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

Associate Dean, Undergraduate Programs
Faculty of Management

University of
Lethbridge



The Faculty of Management at the University of Lethbridge has an opening for an Associate Dean, Undergraduate Programs to commence at a mutually convenient time on or before July 1, 2007 in Lethbridge, Alberta, Canada. A PhD is required, and salary will be commensurate with qualifications and experience.

The incumbent will work to ensure the smooth operation of the Faculty's undergraduate program, lead the implementation of the curriculum stemming from the new Vision, and be part of the Faculty's management team. Specific responsibilities include managing the Lethbridge campus undergraduate program office team of 8 people, monitoring course planning and faculty utilization, hiring term instructors, resolving student and/or faculty teaching concerns, overseeing student recruitment, liaising with the registrar's office and partner colleges, and overseeing the directors of the Calgary and Edmonton campuses. The position may involve some teaching.

A broad knowledge of undergraduate program operations in management and previous administrative experience is necessary. The ideal candidate should have strong communication, organization and coaching skills, be able to find collegial solutions, enjoy working with students and faculty, and have the ability to effectively represent the Faculty both within and outside the University.

The Faculty of Management consists of 65 faculty members with diverse research interests and approximately 2500 undergraduate students located in the three campuses of Lethbridge, Edmonton and Calgary. The Faculty has a research-based M.Sc. program in Management and strong international exchange programs in place for both students and faculty. The Faculty maintains close ties to the business community through the Integrated Management Experience, Co-op and Mentorship programs. A new Management building is scheduled to open in 2009. The Faculty is part of the University of Lethbridge which has approximately 8000 students from 37 countries. In the past, the University has been rated #1 for research activities among institutions of its size in Canada. www.uleth.ca/man/

The main campus is in the city of Lethbridge, population 80,000, two hours south of Calgary, Alberta. Alberta is presently the economic growth engine of Canada, with the lowest tax rates in the country. Lethbridge's close proximity to Banff National Park, Waterton Lakes National Park and numerous other sites make the area ideal for golfing, cycling, hiking, canoeing, skiing and other activities. Lethbridge enjoys a moderate continental climate with warm winters and mild summers and one of the highest amounts of sunshine in the country. This is complemented by the safe, secure and friendly environment, and one of the lowest costs of living in North America, making Lethbridge a great place to live and work. www.lethbridge.ca

Please direct applications and inquiries to Dr. Murray Lindsay, Dean, Faculty of Management, University of Lethbridge, 4401 University Drive, Lethbridge, AB, Canada T1K 3M4, or email management.dean@uleth.ca. The closing date for applications is February 3, 2007.

The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.



www.careers.uaberta.ca

Assistant Professor in Politics of China

The Department of Political Science at the University of Alberta has a tenure-track Assistant Professor opening in the Politics of China effective July 1, 2007. The position entails the teaching of junior and senior undergraduate courses and graduate courses in Chinese politics and an active program of research resulting in publications. Teaching and research specialization in China and globalization, including China's role as an economic power, would be an asset, as would the ability to secure research funding. Research opportunities will be enhanced via participation in the recently established China Institute at the University of Alberta (CIUA). Applicants should have a completed PhD in Political Science, an established record of research publication or clear evidence of research potential, and language skills as appropriate for effective research in China studies. Hiring decisions for this position will be made on the basis of demonstrated

research capabilities, teaching ability, the potential for interdisciplinary collaboration, and fit with departmental needs. Salary will be commensurate with rank and experience (Assistant Rank salary begins at \$55,455 at 2006-7 levels), and the position includes a full range of benefits.

A curriculum vitae, a description of current and planned research, copies of recent publications, at least three letters of reference, and, if available, a teaching dossier should be sent by January 22, 2007 to:

Dr. Linda Trimble, Chair
Department of Political Science
10-16 Tory Building
University of Alberta
Edmonton, Alberta, Canada, T6G 2H4

Note: This is a re-posting. Previous applicants will be considered and need not re-apply.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Female academics
have the highest rate
of childlessness
among professionals...

— *University Affairs*, May 2006, p. 23

Married women with children under
the age of six are only half as likely
as married men with children under
six to enter tenure-track positions.

— *AUS Bulletin*, No. 65, May 2006, p. 19

Women are five times more likely than
men to mention time out to have a family
as being a barrier to promotion...

— *Change*, November/December 2005, p. 29

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Information and Registration
www.caut.ca

Canadian Association of University Teachers
Contact Linda Rumleski
613-820-2270 ext. 324 or rumleski@caut.ca